

Sherman Independent School District Employee Benefits

- S.I.S.D. contributes the first \$250/month toward premiums for each employee enrolled in a TRS-ActiveCare Plan. (\$250/month x 12 months = \$3,000 per year)
- S.I.S.D. pays 100% of employee cost for Life Insurance Coverage as follows:
 - Hourly, Paraprofessional \$10,000
 - Administrative Professional (Pay Grade 1) \$20,000
 - Administrative Professional (Pay Grades 2-8) \$30,000
- Leave – 5 state days plus 10 local days for professionals, 5 state days plus 5 local days for paraprofessionals and manual trades
- Partial tuition waivers for graduate work at Southeastern Oklahoma State University in Durant, Oklahoma
- Additional \$1,000 for Masters degree, \$2,000 for Doctorate degree
- Additional \$3,000 for a certified bilingual teacher who is teaching in a bilingual classroom
- Tax Free “Option 125” (Cafeteria Plan) for medical insurance premiums, out of pocket medical/dental/vision expenses that are not covered by health insurance, child/dependent care expenses, Sherman ISD spouse premium/TRS and supplemental retirement plan expenses
- Year-round pay offered
- Can withhold from your paycheck
 1. Oklahoma State Income Tax
 2. Contributions to 403(b) and 457 plans
 3. Loan payments to Texoma Educators Federal Credit Union
 4. Savings deposits to Texoma Educators Federal Credit Union
 5. Dues for certain professional education associations
 - AFT/TFT/ PE – American Federation of Teachers/Texas Federation of Teachers/Professional Educators
 - ATPE – Association of Texas Professional Educators
 - TASSP – Texas Association of Secondary School Principals
 - TCTA – Texas Classroom Teachers Association
 - TEPSA – Texas Elementary Principals and Supervisors Association
 - TIVA – Texas Industrial Vocational Association
 - TSTA – Texas State Teachers Association
- Payment for Leave Upon Retirement – all employees leaving the District and retiring under the provisions of the Teachers Retirement System may receive payment equal to one-fourth of any accumulated local leave at the time of retirement, multiplied by the daily or hourly rate of pay at the time of retirement.
- Catastrophic Sick Leave Donation Plan
- Perfect Attendance Incentive
- Direct Deposit of paychecks
- Credit Union membership available
- Voluntary Fortis disability supplemental insurance available
- Voluntary vision, dental, life, cancer, heart, intensive care supplemental insurance policies available