

## Why Would I Want to Work in Farwell ISD?

- Incredible Quality of Life with Fun, Family-Friendly Working Environment
- All new teachers are assigned a **mentor**
- **Minimum extra duty requirements**
- **Stipend for shortage areas in SPED, Spanish, Math and Science**
- Stipend for ESL certification (Elementary teachers)
- Competitive stipends for extra duties
- **Loyalty Signing Bonus for Certified, Contract Personnel**
- 5 days of State Leave and 3 days of Local leave-Free to all employees
- **Teachers do not pay for substitutes**
- Supportive, involved community
- Local Teacher step raise continues up to **26** years, State step stops at 20
- Class size averaged 9.5 students per teacher compared to the state average of 15.4 (2013-14 data, latest year available)
- Supportive administration and low teacher turnover rate, **14.5%** compared to **16.2%** statewide (2013-14 data)
- **\$400 PAID TOWARDS INSURANCE**, \$175 above the state minimum
- **Traditional Christmas Bonus** (Budgeted on a yearly basis)