

McAllen ISD: Real Employer, Real Jobs

McAllen ISD is an organization any employee would be proud of to have on their resume. Now you can ask what sets this little independent school district in Texas apart from others so that we consider them as a "real employer" on a site that features MNCs and National Product Manufacturers. The answer is, this site is for real employees, and we search for real employers with the vision, values, practice, and history to affirm such claims. McAllen ISD is such an equal opportunity employer with a history of more than a century. It has one of the most transparent organizations and consistently focuses on performance.



History: As the school district declares, *“The story of our past began in 1908 when a single teacher stood at the open door of a one-room, white framed structure to – for the first time - welcome twenty children of all ages from this young community. The small school stood one block south of the Presbyterian Church on the corner of 12th and Austin Streets.”*

The first class of McAllen graduated in 1913. In 1915, the 34th Texas Legislature established the McAllen Independent School District.

Employer Environment: If you check out the employee's handbook of McAllen ISD (and it is one of those few school districts with a clear and well organized employee handbook accessible from its website) you would find that among the 11 critical success factors identified the management, “highly qualified staff” ranks second and “staff development” ranks 11th. In contradiction to many other independent school districts' take on employees, at McAllen ISD, the list of critical success factors virtually begin and end with “staff.” That's how much importance is given to employees at McAllen ISD.

Usual Openings: For professional employees applicants must have:

- A bachelor's degree
- A valid certificate or license for the position applied for
- Be eligible for a permit in other cases
- Administrators and supervisors must have a master's degree with a major in the field of appointment
- Employees who are not exempt under the Fair Labor Standards Act are assured of minimum wages at the very least and eligible to receive compensation or time-off for overtime according to law
- Professional and administrative employees will need to join under an initial probationary term of



contract

- Candidates who are related to a member of the Board by blood or marriage are not eligible except in the capacity of a substitute teacher
- Professional and administrative employees are exempt from overtime pay and are employed on a ten, eleven or twelve-month basis
- Regular employees receive monthly paychecks, auxiliary employees are paid biweekly

Current Openings at McAllen ISD: There are many and diverse job openings at McAllen ISD ranging from “bus driver” to “Dropout Prevention Specialist.”

A few **current openings** include: Security Camera Monitor, Bus Driver, Manager, 21st Century Learning Center, Police Officer, Aide, Computer Lab, Food Service Manager, Custodian, Elementary Teacher, Part-Time 21st Century After School Tutor, Parent Training Specialist and so on and so forth.

McAllen ISD is a confirmed equal opportunities employer with focus on employee and staff development.