



BAY CITY ISD

A HOMETOWN SCHOOL WITH BIG CITY OPPORTUNITIES

At Bay City ISD, our success is truly in our staff. Every staff member plays a part in educating our students. Historically, our students experience much success after high school and that is thanks to the dedication of all our extraordinary employees doing the work every day.

80% of our school district's budget is dedicated to our most valuable resource, our staff. The Bay City ISD Human Resource Department is committed to recruiting and retaining a diverse group of exceptional people for all departments.

Our district is proud to be the second largest employer in Matagorda County with 550 employees. If you are interested in being a part of our winning team, please apply today!!

<https://bcblackcats.tedk12.com/hire/index.aspx>

Employee Highlights:

- Competitive Salaries
- District Paid Health insurance
- District Paid Life Insurance
- Medical Reimbursement Plan
- 403(b) & 457 Investment Programs
- \$5000 Sign-on Incentives for Critical Need Areas
- Critical Need Area Stipends
- 6 Local Leave & 5 State Days
- Sick Leave & Extended Sick Leave
- Free Pre-K Enrollment of Employees Children
- Advancing Technology
- Professional Development
- Safe and Secure Schools
- Community Partnerships
- Ability Assist Counseling Service

BCISD believes in educating the whole child through a variety of academic, career and technological opportunities in a safe, disciplined and nurturing environment.

Covering 158 square miles within Matagorda County, BCISD serves Pre-K through 12th grade in three elementary schools, one middle school, and a state-of-the-art high school. BCISD is a 4A district serving an average of 4,000 students. New state of the art elementary school and junior high school for 18-19

ACADEMIC EXCELLENCE: High School advanced placement and dual credit courses, SAT on site testing; high school credits in Junior High; 2nd through 12th grade honors/advanced/GT; AVID college prep; Bay City Scholars; Core Complete

STATE and NATIONAL RECOGNITION: academics, drama/speech, CTE, and athletics

BEYOND THE CLASSROOM: career technology education, health science technology, agriculture science, robotics, STEM, construction science, cosmetology, welding, drafting, tutorials, after school enrichment, alternative education programs, and BE/ESL