

Lackland ISD
Summary of Employee Benefits
2017-2018

Benefit	Eligible Employee	Amount	Paid By
Social Security (FICA)	All employees, including Substitutes, Retirees and Temporary Employees (pay into Social Security, not TRS) Note: The District operates under a Section 218 Agreement.	.062 of gross wages .062 of gross wages	District Employee
Medicare	All employees, including Substitutes, Retirees and Temporary Employees (pay into Social Security, not TRS)	.0145 of gross wages .0145 of gross wages	District Employee
Workers' Compensation	All employees, including Substitutes and Temporary Employees Professional Employees Clerical Drivers All Other Employees	.005161 of gross wages .002606 of gross wages .045148 of gross wages .044597 of gross wages	District District District District
Unemployment Compensation	All employees, including Substitutes and Temporary Employees	.00165 of gross wages	District
Health Plan (TRS ActiveCare)	All employees eligible for TRS (working no less than 15 hours per week), excluding TRS retirees Substitute employees shall be offered insurance at the beginning of each school year.*	Up to \$460 per month Remaining amount, if any, will be deposited in a FSA No district contribution will be provided.	District Substitute Employee
Group Life	All employees working 20 hours or more per week (excludes substitute, temporary)	\$6.40 per month for \$40,000 coverage (reduced to 35% at age 65 and 50% at age 70)	District (E/O only)
Dental	All employees working 20 hours or more per week (excludes substitute, temporary)	\$37.72 per month	District (E/O only)
Teacher Retirement	All employees (except TRS retirees), who work no less than 15 hours per week	.068 of gross wages .077 of gross wages	State Employee
Teacher Retirement Insurance	All employees (except TRS retirees), who work no less than 15 hours per week	.065 of gross wages (Employee portion) .055 of gross wages (District portion)	District District
State Personal Leave	All employees	Maximum 5 days per year based on dates of employment	District

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Local Sick Leave	All Employees	Based on administrative regulations (range from 5 to 7 days based on number of months)	District
State Sick Leave	All employees who earned state sick leave prior to September 1, 1995, and have carried a balance of days forward	The number of days carried forward @ daily rate of pay	District
Family and Medical Leave (FMLA)	Employees working 12 consecutive months and at least 1,250 hours over the past twelve (12) months and qualifying event	12 work weeks per year of job protection (unpaid leave) without loss of any employment benefit accrued prior to the beginning of leave	N/A
Cancer Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Disability Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Vision Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Permanent Life Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Group Term Life Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Flexible Spending Accounts	Employees working 20 hours or more per week	Determined by employee	Employee
403(b)/403(b)(7) Tax Deferred Annuity	All employees, including Substitutes	Determined by employee	Employee