

LACKLAND INDEPENDENT SCHOOL DISTRICT
SUMMARY OF EMPLOYEE BENEFITS
2019-2020

Benefit	Eligible Employee	Amount	Paid By
Social Security (FICA)	All employees, including Substitutes, Retirees and Temporary Employees (pay into Social Security, not TRS)	.062 of gross wages .042 of gross wages	District Employee
Medicare	All employees hired after March 1, 1986, including Substitutes, Retirees and Temporary Employees	.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	Up to \$478 per month Remaining amount if any, will be deposited in a FSA Rates vary according to plan selected	District Employee
Group Life	All employees working 20 hours or more per week	\$6.00 per month for \$40,000 coverage	District
Dental	All employees working 20 hours or more per week	\$37.72 per month	District
Teacher Retirement	All employees (except TRS retirees), who work no less than 15 hours per week	.077 of gross wages .075 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	District
Local Sick Leave	All Employees	10 month staff – Up to 5 days 11 month staff – Up to 6 days 12 month staff – Up to 7 days	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

Benefit	Eligible Employee	Amount	Paid By
Family and Medical Leave (FMLA)	Employees working 12 consecutive months and at least 1,250 hours over the past twelve (12) months	Up to 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

NOTE: When referencing “All Employees,” Substitutes and Temporary Employees are excluded unless stated otherwise.