



LACKLAND
Independent School District

Everything YOU Need to Know...
About Your Employee Benefits
2020-2021



Are You Covered?

LACKLAND ISD





Employee Benefits

LACKLAND ISD

- As an employee of Lackland ISD, you have benefits!
 - Substitutes and temporary employees are excluded unless noted otherwise.
- Lackland ISD [Employee Benefits Overview](#)





Health Insurance Plans

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- TRS ActiveCare
 - Group health plan
- Met Life Dental
- Met Life Insurance
- Voluntary insurance products
 - Products are available at your cost





Group Health Insurance

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WE Pay

Employee coverage (Up to \$497 per month, or \$5,964 per year)



www.mywebface.com

YOU Pay

Optional coverage for dependents such as a spouse and/or children





Dental Insurance

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WE Pay

Employee coverage (Up to \$37.72 per month, or \$452.64 per year)

YOU Pay

Optional coverage for dependents such as a spouse and/or children





Life Insurance

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WE Pay

Employee coverage (Up to \$6.40 per month, or \$76.80 per year)



MetLife[®]

YOU Pay

Additional coverage for yourself, and/or optional coverage for dependents such as a spouse and/or children



Total Benefit Package

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- Total WE pay in benefits:

Insurance	We Pay on Your Behalf
Health Insurance (TRS ActiveCare)	\$5,964.00
Dental Insurance (Met Life)	\$452.64
Life Insurance (Met Life)	\$76.80
Grand Total per year	\$6,493.44



Total Compensation Package

- Your total compensation package includes your salary, health insurance benefits and other benefits.
 - Other benefits include:
 - Social Security matching (.062 of your wages)
 - Medicare matching (.0145 of your wages)
 - Workers Compensation Insurance (ave \$300/year)
 - Unemployment Insurance (ave \$50/year)
 - TRS Care (.012 of your wages)



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Total Compensation Package

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- Teacher @ \$54,000 annual salary

Description	Salary	Benefits
Annual Salary	\$54,000	
Health Insurance Plans*		\$6,493.44
Social Security		\$3,348.00
Medicare		\$783.00
Workers Compensation		\$300.00
Unemployment		\$50.00
TRS Care		\$1,161.00
Totals	\$54,000	\$12,135.44
Total Compensation Package		\$66,135.44





Total Compensation Package

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- Custodian @ \$20,000 annual salary

Description	Salary	Benefits
Annual Salary	\$20,000	
Health Insurance Plans*		\$6,493.44
Social Security		\$1,240.00
Medicare		\$290.00
Workers Compensation		\$300.00
Unemployment		\$50.00
TRS Care		\$430.00
Totals	\$20,000	\$8,803.44
Total Compensation Package		\$28,803.44



Always look at the bottom line....

- The Total Compensation Package represents the district's investment in YOU!



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Questions

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Submit your questions via email to:
estrada.r@lacklandisd.net