



## **PHARR-SAN JUAN-ALAMO I.S.D.**

FRINGES FOR THE

2023—2024

SCHOOL YEAR

Federal TRS - 8.25%

*(All federally funded employees and Supplemental pay for professionals.)*

Federal TRS CARE - 1.25%

*(All federally funded employees and Supplemental pay for professionals.)*

TRS Care Entity Contribution - .75%

*(All employees and all Supplemental Pay.)*

TRS Employer Contribution - 1.90%

*(All employees and all Supplemental Pay.)*

FICA Medicare - 1.45%

*(Teacher hired after March 31, 1986, paraprofessionals, auxiliary employees, and professional that do not have a teaching certificate.)*

Social Security - 6.20%

*(All paraprofessionals, auxiliary employees, and professionals that do not have a teaching certificate.)*

Health Insurance / Dental / Life - \$7,857 *(annually)*

*(Per Employee)*

Unemployment Insurance - \$90

*(Per Employee)*

Worker's Compensation - .50%

*(All Employees)*

**Note:** Fringe benefit information is included for the benefit of Departments and schools that need then for salary projections. If the Business Office determines that any of them change, they will contact you.