

Summary of Employee Benefits

Benefit	Eligible Employee	Amount	Paid By
FICA ALTERNATIVE PLAN	Substitutes and Temporary Employees (employees who do not pay into TRS)	.075 of gross wages	Employee
Medicare	All employees hired after March 1986, including Substitutes 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	.003658 of gross wages .001847 of gross wages .032000 of gross wages .029750 of gross wages	District District District District
Unemployment Compensation	All employees, including Substitutes and Temporary Employees	.0006 of gross wages	District
Health Insurance	All employees (substitutes and temporary) are offered insurance. Regularly scheduled employees working 10 hours or more per week receive the district benefit payment.	\$420 per month Rates vary according to plan selected	District Employee
Life Insurance	All employees working at least 10 hours per week - \$15,000 life insurance	\$18.72 per year	District
Teacher Retirement	All employees (except those who work less than ½ time), including bus drivers who drive at least one route approved by TEA	.0825 of gross wages .0825 of gross wages	State Employee
Teacher Retirement Insurance	All employees (except those who work less than ½ time), including bus drivers who drive at least one route approved by TEA	.0065 of gross wages .0055 of gross wages .005 of gross wages	Employee District State
State Personal Leave	All employees	½ work day for each 18 days of employment @ daily rate of pay (days accumulate with a maximum 5 days per year)	District
Local Sick Leave	Employees working 30 hours or more per week	½ work day for each 18 days of employment @ daily rate of pay (days accumulate with a maximum 5 days per year)	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
Local Personal Leave	Full time professional employees	2 days per year @ \$60 per day (days do not accumulate)	District

Benefit	Eligible Employee	Amount	Paid By
Attendance Incentive	Exiting full time regular employees who are eligible for full retirement benefits with TRS (without any reduction of benefits for early retirement) or who have completed 25 years of continuous service in the District	Full pay at the current daily rate for ½ of the state and local accumulated leave days up to a maximum of 80 days (accumulation is 6 of the allowable yearly state and local leave days earned)	District
Family and Medical Leave (FMLA)	Employees working 12 consecutive months and at least 1,250 hours in that 12 month period	12 work weeks per year of job protection (unpaid leave) without loss of any employment benefit accrued prior to the beginning of leave	District
Temporary Disability Leave	Full-time employees whose positions require educator certification by the State Board of Educator Certification or by the district	At least 180 calendar days, unpaid leave for personal illness or disability (Employee responsible for paying for benefits)	District
Catastrophic Sick Leave Bank	All employees working 30 hours or more per week and are enrolled as members of the Bank. Membership requires contribution of 3 local sick leave days.	Daily rate of pay not to exceed 30 days per school year	District
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
Dental 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
Term 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
Accident Only Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Critical Illness Plan	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Flexible Spending Account	Employees working 20 hours or more per week	Determined by employee	Employee
Health Savings Account	Employees working 20 hours or more per week	Determined by employee	Employee
457 Deferred Compensation	All employees, including Substitutes	Determined by employee	Employee
403(b) Tax Deferred Annuity	All employees, including Substitutes	Determined by employee	Employee

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