

**SAN ANGELO INDEPENDENT SCHOOL DISTRICT
SUMMARY OF EMPLOYEE BENEFITS**

| Benefit | Eligible Employee | Amount | Paid By |
|------------------------------|--|--|--|
| Social Security (FICA) | Substitutes 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 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 .031609 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. | \$355 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 | .068 of gross wages .077 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,