

BENEFITS

2008-2009 HEALTH PLAN PREMIUMS

TRS Active Care

	(Monthly) Employee Contribution
Employee Only	\$ 0.00
Employee + Child(ren)	\$ 99.00
Employee + Spouse	\$281.00
Employee + Family	\$342.00

Plan 2

Employee Only	\$ 29.00
Employee + Child(ren)	\$239.00
Employee + Spouse	\$481.00
Employee + Family	\$561.00

Plan 3

Employee Only	\$152.00
Employee + Child(ren)	\$435.00
Employee + Spouse	\$760.00
Employee + Family	\$868.00

Scott & White

Employee Only	\$ 58.18
Employee + Child(ren)	\$280.60
Employee + Spouse	\$577.98
Employee + Family	\$615.48

Bastrop ISD contributes \$325/month towards each employee's coverage.

Cafeteria Plan

The BISD Cafeteria Plan is a benefit program based on Section 125 of the Internal Revenue Code and allows premiums or deductions for the programs listed below to be paid with pre-tax dollars: Group Health Plan, Dental Plan, Medical Reimbursement Plan, Vision Plan, Dependent/Child Care Expenses, AFLAC Cancer Plan, Volunteer Indemnity Plan, Hospital Intensive Care Plan, Accident Plan, Sickness Plan and Recovery Plus Plan.

Other Benefits

Worker's Compensation • Teacher Retirement System of TX • Direct Bank Deposit • A+ Credit Union • Income Replacement/Disability Insurance • Portable, Permanent Whole Life Insurance • Group Term Life Insurance • 403B Annuity Plans • Catastrophic Illness/Injury Leave • Texas Tomorrow Fund • Onsite Employee Daycare

Retirement

Bastrop ISD does not participate in the Social Security System. 6.4% of an employee's gross monthly income will be contributed to the Teacher Retirement System of Texas. Persons employed after April 1, 1986, are required to pay a medicare tax of 1.45% of their gross income. This is a result of the Budget Reconciliation Act of 1985.

Leaves and Absences

Employees who are employed for at least 187 days are granted at least 10 days of leave (5 local sick and 5 state personal). Unused local sick leave and state personal leave may accrue from year to year. Bastrop ISD also allows each employee 15 days of extended sick leave for their own personal illness that is docked at a substitute's rate of pay. If a catastrophic illness or injury were to occur, an employee may receive 60 days of catastrophic leave for themselves or 30 days if a spouse or child qualifies. After one year of employment, an employee qualifies for Family Medical Leave. Educators may apply for temporary disability leave upon approval.