



FORT SAM HOUSTON INDEPENDENT SCHOOL DISTRICT

2026-2027 COMPENSATION PLAN



District Vision

Fort Sam Houston ISD empowers every learner to strive for growth, achieve their greatest potential, and lead with respect and compassion.

District Mission

Fort Sam Houston ISD serves and honors the uniqueness of military-connected students in a safe and collaborative environment. We provide an exceptional education and empower educators to inspire continuous learning for students to thrive in a changing global society.

District Beliefs

We believe:

- In the potential of every individual and are committed to developing the whole person by establishing high expectations and providing personalized instruction that inspires and encourages all learners to succeed and reach their best.
- In cultivating a safe and caring environment, both emotionally and physically, that prioritizes social-emotional well-being and sense of belonging, ensuring all students feel supported, respected, and valued as individuals.
- In empowering and supporting educators and recognizing their critical role in meeting the needs of tomorrow's students. We foster a culture of continuous learning.
- The school benefits everyone and its success is rooted in strong, collaborative partnerships. We are committed to fostering mutual respect and actively collaborating with students and families to create a unified community dedicated to lifelong learning.

Superintendent

Dr. Gary Bates

Contacts for Compensation Information

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FORT SAM HOUSTON ISD 2026-2027 COMPENSATION MANUAL

The Fort Sam Houston ISD 2026-2027 Compensation Manual is provided to communicate the District's pay structure and benefits to employees. The plan supports the District's goal of recruiting, supporting, and retaining a highly effective workforce. The District has a solid history of providing compensation increases to employees that are sustainable and aligned with conservative fiscal practices as well as competitive with other school districts in Bexar County.

The District pays all employees on a semi-monthly basis. The Pay Date Schedule is provided to employees separately from this Manual.

Compensation Increases Overview

- Teachers, Librarians, and Registered Nurses
 - A pay increase of 2% from the mid-point, which equates to an increase of \$1,421 for the year.
 - A review of salaries will be performed after applying the raise to ensure that each returning teacher is compensated at no less than the hiring scale for their years of experience.
- All Other Employees
 - A pay increase of 2% from the mid-point of each pay scale.

Employer Group Health Insurance Contribution

- Employer group health insurance contribution increases to \$675.00 per month from \$625.00 per month.

Incentive for Early Resignation Notice

- One-time incentive payment to eligible staff who:
 - Have been employed prior to September 1, 2026 and plan to resign or retire at the end of the 2026-2027 school year; and
 - Provide a written resignation letter and incentive notice form to the Superintendent no later than 4:00pm on Monday, March 15, 2027; and
 - Pending timely and proper submission of the resignation letter and the incentive notice form, the employee will receive \$500.00 in his/her final paycheck.



**2026-2027 HIRING SALARY SCHEDULE
TEACHERS, NURSES (RN), AND LIBRARIANS**

YEARS EXPERIENCE	BACHELOR'S DEGREE	MASTER'S DEGREE
0 Non-Certified	\$61,900	\$63,900
0	\$62,000	\$64,000
1	\$63,100	\$65,100
2	\$63,900	\$65,900
3	\$64,850	\$66,850
4	\$65,900	\$67,900
5	\$68,700	\$70,700
6	\$69,125	\$71,125
7	\$69,650	\$71,650
8	\$70,175	\$72,175
9	\$70,700	\$72,700
10	\$71,225	\$73,225
11	\$71,750	\$73,750
12	\$72,300	\$74,300
13	\$72,850	\$74,850
14	\$73,400	\$75,400
15	\$73,950	\$75,950
16	\$74,550	\$76,550
17	\$75,150	\$77,150
18	\$75,750	\$77,750
19	\$76,350	\$78,350
20	\$76,950	\$78,950
21	\$77,575	\$79,575
22	\$78,200	\$80,200
23	\$78,825	\$80,825
24	\$79,450	\$81,450
25+	\$80,075	\$82,075

Salaries listed above are based on 187-day contracts.
Future salaries or pay raise amounts cannot be predicted from
this schedule. Salary increases, if any, are approved
annually by the Board of Trustees.

**FORT SAM HOUSTON ISD
2026-2027 PAY SCALES**

AUXILIARY / OPERATIONS STAFF - HOURLY RATES				
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION
M-1	\$16.25	\$19.50	\$22.50	Bus Monitor Cafeteria Monitor Child Nutrition Specialist Custodian - Day Shift
M-1E	\$16.90	\$20.28	\$23.40	Custodian - Evening Shift*
M-2	\$17.50	\$20.50	\$23.50	Cafeteria Line Supervisor Lead Groundskeeper Groundskeeper
M-3	\$18.25	\$21.25	\$24.25	Campus Lead Custodian Maintenance Staff Van Driver (No CDL)
M-4	\$19.75	\$23.25	\$26.75	Bus Driver Bus Driver/Worker
M-5	\$21.00	\$25.00	\$29.00	Cafeteria Manager
M-6	\$25.50	\$29.75	\$34.00	District Lead Custodian HVAC Maintenance
* Shift starts at or after 2:00pm				

OTHER AUXILIARY / OPERATIONS STAFF - HOURLY RATES	
\$15.50	Substitute Rate M-1/M-1E Scale Employee - Not Regular FSHISD Employee
\$16.00	Substitute Rate M-1/M-1E Scale Employee - Current FSHISD Employee
\$16.00	Extra Duty Bus Cleaning
\$19.50	Substitute Bus Driver Minimum; Rate Dependent on Bus Driver Experience

FORT SAM HOUSTON ISD
2026-2027 PAY SCALES

PARAPROFESSIONAL STAFF - HOURLY RATES				
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION
C-1	\$16.50	\$19.50	\$22.50	Paraeducator Paraeducator - PE Paraeducator - PreKinder
C-2	\$17.50	\$20.88	\$24.25	Paraeducator - Computer Aide / Makerspace Paraeducator - Interventionist (Rtl/HB 4545) Paraeducator - Special Education (General) Library Aide Receptionist
C-3	\$18.50	\$22.25	\$26.00	Admin. Assistant - Assistant Principal Admin. Assistant - Campus Coord. Spec. Educ. Paraeducator - Special Ed. Self-Contained PEIMS/Attendance Clerk Registrar - Elementary
C-4	\$19.75	\$24.25	\$28.75	Admin. Assistant - Elementary School Principal Admin. Assistant - Facilities/Transportation Paraeducator - LCDC Program Registrar - Middle/High School
C-5	\$21.50	\$26.50	\$31.50	Admin. Assistant - Middle/High School Principal Admin. Assistant - Special Ed. Cooperative Admin. Assistant - Technology Campus Bookkeeper/Admin Asst. Athletics Licensed Vocational Nurse Paraeducator - Job Coach @ Spec. Ed. Coop.
C-6	\$24.50	\$30.75	\$37.00	Accounts Payable Coordinator Admin. Assistant - Asst. Supt. Teaching/Learning
C-7	\$28.50	\$35.25	\$42.00	Admin. Assistant - Superintendent & Board Human Resources Coordinator Payroll/Benefits Coordinator Transition Learning Center Coordinator

FORT SAM HOUSTON ISD
2026-2027 PAY SCALES

ADMINISTRATIVE & PROFESSIONAL STAFF - DAILY RATES				
PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION
AP-1	\$290.00	\$345.00	\$400.00	Accountant LSSP Intern PEIMS Coordinator Social Worker
AP-2	\$335.00	\$392.50	\$450.00	Autism Behavior Consultant Behavior Consultant / Analyst Child Nutrition Director Counselor Network Administrator System Administrator Transitional Vocational Coordinator Transportation Director
AP-3	\$355.00	\$415.00	\$475.00	Campus Coordinator of Special Education District Dyslexia/504/RtI Coordinator District Lead & CCMR Counselor District Teaching & Learning Coordinator Instructional Coach Instructional Coach & PLC Facilitator Facilities Director Grant Program Director K-12 One-to-One Coordinator Licensed Specialist in School Psychology (LSSP) Occupational Therapist Physical Therapist Speech-Language Pathologist Student Services Coordinator
AP-4	\$370.00	\$435.00	\$500.00	Assistant Principal - Elementary School Assistant Principal Special Ed Coop / ESY Admin. Safety & Security Director
AP-5	\$390.00	\$465.00	\$540.00	Assistant Principal - Middle/High School Athletic Director
AP-6	\$405.00	\$490.00	\$575.00	Elementary Principal Director of Technology
AP-7	\$475.00	\$565.00	\$655.00	Secondary Principal Director of Special Education
AP-8	\$560.00	\$675.00	\$790.00	Assistant Superintendent Finance & Operations (CFOO) Assistant Superintendent Teaching & Learning (CAO)



**FORT SAM HOUSTON ISD
ACADEMIC & EXTRA DUTY STIPENDS SCHEDULE
2026-2027**



ASSIGNED DUTY	AMOUNT
ACADEMIC DECATHLON	\$2,000
ART (FSH ELEMENTARY)	\$500
ART (COLE MS/HS)	\$1,300
BAND DIRECTOR, HEAD	\$14,000
BAND DIRECTOR, ASSISTANT	\$9,500
CAMPUS TEXTBOOK COORDINATOR (1 - Cole MS/HS; 1 - Elem.)	\$500
CHOIR DIRECTOR (COLE MS/HS)	\$6,500
CHOIR INSTRUCTOR (FSH ELEMENTARY)	\$500
CLASS SPONSOR - HIGH SCHOOL - SENIOR CLASS	\$1,000
CLASS SPONSOR - HIGH SCHOOL - JUNIOR CLASS	\$650
CULINARY ARTS	\$1,300
DEPARTMENT CHAIR - HIGH SCHOOL	\$900
DUAL CREDIT COORDINATOR	\$1,200
DYSLEXIA (1 - Cole MS/HS; 1 - Elem.)	\$1,200
EB INSTRUCTIONAL COORDINATOR (1 - Cole MS/HS; 1 - Elem.)	\$1,500
GRADE BOOK MANAGER / TRAINER	\$750
GRADE-LEVEL CONTACT - ELEMENTARY	\$750
GRADE TEAM LEADER - MIDDLE SCHOOL	\$750
HOSA SPONSOR (HEALTH OCCUPATIONS STUDENTS OF AMERICA)	\$300
JROTC (Plus 26 days)	\$5,000
JS2S PROGRAM	\$500
KCUB TEAM (ELEMENTARY)	\$500
KRGC YouTube TV	\$500
LSSP REPORT LEAD REVIEWER	\$3,500
LSSP REPORT REVIEWER	\$2,500
NATIONAL HONOR SOCIETY (Includes Subject Honor Societies)	\$500
NATIONAL JUNIOR HONOR SOCIETY	\$350
NEWSPAPER/MAGAZINE - STUDENT	\$1,500
ORIENTATION & MOBILITY (O&M) - ASSIGNED DUTIES ONLY	\$3,000
S2S PROGRAM	\$500
SAFETY COORDINATOR (1 - Cole MS/HS; 1 - Elem.)	\$2,500
SAFETY COORDINATOR FOR SPEC. ED. COOP	\$900
SAFETY PATROL (1 - Elem.)	\$250
SENIOR CLASS COUNSELOR	\$2,000
SPECIAL EDUCATION - SELF-CONTAINED TEACHER	\$4,000
STEM - ESPORTS LEAD - HS	\$3,000
STEM - ESPORTS ASSISTANT - HS	\$1,000
STEM - ESPORTS - MS	\$1,500
STEM - ESPORTS - ELEMENTARY	\$650
STEM - GRAPHIC DESIGN (1 Cole MS; 1 Cole HS)	\$1,500
STEM - ROBOTICS - MS	\$1,500
STEM - CYBER SECURITY / CYBER PATRIOTS - HS	\$3,000



**FORT SAM HOUSTON ISD
ACADEMIC & EXTRA DUTY STIPENDS SCHEDULE
2026-2027**



ASSIGNED DUTY	AMOUNT
STEM - CYBER SECURITY - MS	\$1,500
STUDENT COUNCIL - HIGH SCHOOL	\$1,000
STUDENT COUNCIL - MIDDLE SCHOOL	\$500
STUDENT COUNCIL - ELEMENTARY SCHOOL	\$500
TEA LASO LIFT LEAD (1 Stipend)	\$8,000
TEA LASO INSTRUCTIONAL COACH (Maximum 5 Stipends)	\$6,000
TEA LASO PREP MENTOR PROGRAM (# Dependent on Participants)	\$1,500
TEA TMT ALLOTMENT - MENTOR LEADS (2 Stipends)	\$2,000
TEACHER MENTOR - CAMPUS LEVEL (Principal Assigned)	\$300
THEATER/DRAMA (1 - Cole MS/HS; 1 - Elem.)	\$500
UIL CAMPUS COORDINATOR - ELEMENTARY SCHOOL	\$650
UIL CAMPUS COORDINATOR - MIDDLE SCHOOL	\$750
UIL CAMPUS COORDINATOR - HIGH SCHOOL	\$1,200
UIL ONE-ACT PLAY - HIGH SCHOOL	\$1,500
UIL ONE-ACT PLAY - MIDDLE SCHOOL	\$700
UIL EVENT COACH HS - \$ PER EVENT*	\$550
UIL EVENT COACH MS - \$ PER EVENT*	\$400
UIL EVENT COACH ELEMENTARY - \$ PER EVENT*	\$150
VISUAL ARTS SCHOLASTIC EVENT (Maximum 2 Stipends @ Cole HS)*	\$1,300
VISUALLY IMPAIRED CERTIFICATION (ASSIGNED DUTIES ONLY)	\$3,000
WEBPAGE MANAGEMENT FOR CAMPUS (1 - Cole MS/HS; 1 - Elem.)	\$500
WEBPAGE MANAGEMENT FOR SPEC. ED. COOP	\$600
YEARBOOK / QUAD PUBLISHING	\$2,000

* These stipends will be paid in December (fall events) and May (spring events) pending completion of duties.



**FORT SAM HOUSTON ISD
ATHLETIC STIPENDS SCHEDULE
2026-2027**



COACHING DUTY	AMOUNT
FOOTBALL *	
HEAD COACH	\$10,000
OFFENSIVE COORDINATOR	\$7,500
DEFENSIVE COORDINATOR	\$7,500
ASSISTANT COACH	\$6,200
VOLLEYBALL *	
HEAD COACH	\$7,000
ASSISTANT COACH	\$6,200
CROSS-COUNTRY TRACK *	
HEAD COACH	\$6,500
ASSISTANT COACH	\$5,700
BASKETBALL	
HEAD COACH	\$7,500
ASSISTANT COACH	\$4,500
BASEBALL / SOFTBALL	
HEAD COACH	\$7,000
ASSISTANT COACH	\$4,000
TRACK	
HEAD COACH	\$5,000
ASSISTANT COACH	\$3,200
SOCCER	
HEAD COACH	\$7,000
ASSISTANT COACH	\$2,500
TENNIS	
HEAD COACH	\$5,000
ASSISTANT COACH	\$3,200
GOLF	
HEAD COACH	\$3,000
SWIMMING	
HEAD COACH	\$4,000
ASSISTANT COACH	\$1,500
POWER LIFTING	
HEAD COACH	\$3,500
ASSISTANT COACH	\$1,500
OTHER	
ATHLETIC COORDINATOR (1 - DISTRICTWIDE)	\$7,000
ATHLETIC TRAINER	\$13,500
CHEERLEADING	\$6,000
STRENGTH & CONDITIONING COORDINATOR	\$7,000
MIDDLE SCHOOL - Amount per sport for Football, Volleyball, and Cross Country	\$3,500
MIDDLE SCHOOL - Amount per sport for Basketball and Track	\$2,500
MIDDLE SCHOOL - All other sports	\$2,000
DIGITAL SCOREBOARD	\$500

* The stipends for these sports include the additional days that coaches work in August prior to the start of the school year.

**FORT SAM HOUSTON ISD
OTHER RATES OF PAY
2026-2027**

**SUBSTITUTE RATES – TEACHER, LIBRARIAN, PARAEDUCATOR,
LVN, OFFICE SUPPORT**

- | | |
|---|-------------|
| • Non-Degreed | \$135 Daily |
| • Degreed | \$145 Daily |
| • Long-Term Certified for Teachers & Librarians | \$185 Daily |

Note: Long-term rate starts after ten consecutive days of substituting for the same employee as classroom teacher or campus librarian. The long-term rate is retroactive to the first day of the assignment.

SUBSTITUTE RATES – REGISTERED NURSE

- | | |
|------------------------------|-------------|
| • Registered Nurse | \$155 Daily |
| • Registered Nurse Long-Term | \$185 Daily |

Note: Long-term rate starts after ten consecutive days of substituting for the same employee as registered nurse at a campus. The long-term rate is retroactive to the first day of the assignment.

SUBSTITUTE RATES – BUS MONITORS AND CAFETERIA MONITORS

See the Auxiliary / Operations Pay Scale

EXTRA DUTY PAY FOR PROFESSIONAL STAFF

Hourly Rate \$45.00

- Tutoring
- Extended School Year (ESY)
- Other After School Instructional and Summer Instructional Programs
- Homebound Teacher – Before/After School

Hourly Rate \$40.00

- District-required and supervisor approved professional learning conducted outside normal workdays
- Non-Instructional After School and Summer Programs, including but not limited to Athletic Strength and Conditioning Camps

FSHISD PAY SCHEDULE FOR EXTRA-CURRICULAR ACTIVITIES					
Event	Gate Keeper	Score Keeper (All)/ Spotter (Football)	Bookkeeper (All)/ Libero Tracker (Volleyball)/Pitch Counter (Baseball)	Announcer	Film Recorder
HS BASKETBALL					
1 Game	\$25.00	\$35.00	\$35.00	\$35.00 Varsity Only	N/A
2 Game	\$40.00	\$50.00	\$50.00		
3 Game	\$55.00	\$65.00	\$65.00		
HS VOLLEYBALL					
1 Game	\$25.00	\$35.00	\$35.00	\$35.00 Varsity Only	N/A
2 Game	\$40.00	\$50.00	\$50.00		
3 Game	\$55.00	\$65.00	\$65.00		
MS VOLLEYBALL & MS BASKETBALL					
1 Game	\$25.00	\$25.00	\$25.00	N/A	N/A
2 Game	\$35.00	\$35.00	\$35.00		
3 Game	\$45.00	\$45.00	\$45.00		
VARSITY FOOTBALL					
1 Game	\$50.00	\$45.00/\$35.00	N/A	\$50.00	\$50.00
MS/JV FOOTBALL					
1 Game	\$25.00	\$25.00	N/A	\$25.00	N/A
2 Game	\$40.00	\$40.00		\$40.00	
HS SOCCER					
1 Game	\$25.00	\$30.00	N/A	N/A	N/A
2 Game	\$40.00	\$50.00			
BASEBALL/SOFTBALL					
1 Game	N/A	\$35.00	\$35.00	\$50.00 Varsity Only	N/A
2 Game		\$50.00	\$50.00		
MS/HS TRACK MEET					
Gate Keeper Medal Counter	\$13.00 per Hour	N/A	N/A	\$13.00 per Hour	N/A
Weekend Tournament Rate Basketball and Volleyball					
Per Tournament	\$13.00 per Hour	\$13.00 per Hour	\$13.00 per Hour	N/A	N/A
Concession Stand \$13.00 per Hour					

FORT SAM HOUSTON ISD
DISTRICT PROVIDED EMPLOYEE BENEFITS
2026-2027

HEALTH INSURANCE

The District offers health insurance to employees through TRS ActiveCare. The plan administrator is Blue Cross Blue Shield of Texas (BCBSTX).

The health coverage plan year is September 1 to August 31 with open enrollment held annually in August. New employees have 31 days from date of hire to enroll. Employees with qualifying events (birth/adoption of child, marriage, etc.) have 31 days from the event date to make changes to their policy. The minimum required employer contribution to the monthly premium is \$225.00. In order to enhance employee recruitment and retention, an additional amount is provided to employees for health coverage.

For 2026-2027, the monthly employer contribution is a maximum of \$675.00. All employees are paid semi-monthly, so the premium deduction is divided evenly between the two pay checks each month. Below is a summary of the health plan premiums.

Additional information is available at the websites for [TRS Active Member Health](#) and [TRS-ActiveCare BlueCross BlueShield](#) or by telephone at 866-355-5999.

PLAN	2026-2027 TOTAL MONTHLY PREMIUM	2026-2027 MONTHLY DISTRICT CONTRIBUTION	2026-2027 MONTHLY EMPLOYEE SHARE	2026-2027 SEMI-MONTHLY DEDUCTION
TRS ACTIVECARE PRIMARY				
Employee Only	\$499.00	\$499.00	\$0.00	\$0.00
Employee/Spouse	\$1,348.00	\$675.00	\$673.00	\$336.50
Employee/Children	\$849.00	\$675.00	\$174.00	\$87.00
Employee/Family	\$1,697.00	\$675.00	\$1,022.00	\$511.00
TRS ACTIVECARE PRIMARY +				
Employee Only	\$586.00	\$586.00	\$0.00	\$0.00
Employee/Spouse	\$1,524.00	\$675.00	\$849.00	\$424.50
Employee/Children	\$997.00	\$675.00	\$322.00	\$161.00
Employee/Family	\$1,934.00	\$675.00	\$1,259.00	\$629.50
TRS ACTIVECARE HD				
Employee Only	\$515.00	\$515.00	\$0.00	\$0.00
Employee/Spouse	\$1,391.00	\$675.00	\$716.00	\$358.00
Employee/Children	\$876.00	\$675.00	\$201.00	\$100.50
Employee/Family	\$1,751.00	\$675.00	\$1,076.00	\$538.00
TRS ACTIVECARE 2 (Plan is closed to new enrollees; those currently in plan may remain.)				
Employee Only	\$1,013.00	\$675.00	\$338.00	\$169.00
Employee/Spouse	\$2,402.00	\$675.00	\$1,727.00	\$863.50
Employee/Children	\$1,507.00	\$675.00	\$832.00	\$416.00
Employee/Family	\$2,841.00	\$675.00	\$2,166.00	\$1,083.00

FORT SAM HOUSTON ISD
DISTRICT PROVIDED EMPLOYEE BENEFITS
2026-2027
(CONTINUED)

HEALTH INSURANCE FOR SUBSTITUTE EMPLOYEES

Substitute employees who establish and maintain a pattern of working a minimum of ten hours per week during a consecutive two-month period are eligible to enroll in TRS ActiveCare Health Insurance. The District does not provide the employer contribution for substitute employees.

LIFE INSURANCE

The District pays the premium for a life insurance policy that provides coverage for one-times the employee's salary and is capped at \$100,000. Coverage terminates when the employee separates from the District. For specific age groups, the coverage decreases as follows: at age 65, 35% reduction of original amount; at age 70, additional 25% reduction of original amount; at age 75, additional 15% of original amount. The life insurance policy benefit is available for all regular full-time and part-time employees who are not considered temporary or substitute employees.

RETIREMENT AND MEDICARE

The District is required to participate in the Teacher Retirement System (TRS) and Medicare. For TRS in 2026-2027, the required employer contribution is 8.25% from the State and 2.00% from the District and the employee contribution is 8.25%. The TRS benefit is available for employees who are scheduled to work 15 or more hours per week. More information about TRS benefits can be found at www.trs.texas.gov.

For Medicare, the employer and the employee each contribute 1.45% for employees hired after 1986.

For substitute employees who are not eligible for TRS, an alternative plan is provided. Contact the Payroll/Benefits Coordinator for more information.

EMPLOYEE ASSISTANCE PROGRAM

The District provides an Employee Assistance Program (EAP) **at no cost** for all regular full-time and part-time employees. The program is administered through Alliance Work Partners (AWP). Employees can learn more about the benefits through the [AWP website](#) or calling 800-343-3822.

Available services for employees and their household members include the following:

- Counseling – Short-term, solution focused sessions with an experienced provider in this geographic area.
- AWPgo – Offers the option of scheduled video, telephonic, and chat counseling.
- LawAccess – Legal and financial services provided by a lawyer or financial professional.
- Work Life – Resources and referrals for everyday needs; available by telephone.
- HealthCode – Monthly virtual activity events to support employees and families.
- SafeRide – Reimbursement for a safe ride home via cab fare/rideshare up to \$50 if employee is in an unanticipated situation where employee or someone the employee is riding with is incapacitated.

Services are also available for up to six months after an employee separates from the district.

**FORT SAM HOUSTON ISD
OTHER BENEFITS AVAILABLE
ON VOLUNTARY BASIS AT EMPLOYEE COST**

The District offers additional employee benefits on a voluntary basis at employee cost. The plan year for these benefits is January 1 to December 31, and an annual open enrollment is conducted in December. First Financial Group of America is the administrator for the plan.

Employees may obtain more information from the **Fort Sam Houston ISD Employee Benefits Center** at: <http://benefits.ffga.com/fortsamhoustonisd>

These benefits are available for employees who are scheduled to work 15 or more hours per week and earn sufficient pay to cover the cost of the deductions.

Available benefits include:

- Section 125 Plan – provides tax-saving way to pay for eligible medical or dependent care expenses
- Medical Flexible Spending Account (FSA) – allows employees to set aside pre-tax payroll deductions to pay for out of pocket medical, dental, and vision expenses for the employee and his/her family
- Dependent Care Flexible Spending Account – allows employees to set aside part of pay on pre-tax basis to pay for dependent care, such as day care, before/after school care, babysitters, day camps, etc.
- Health Savings Account – allows employees to set aside money to pay for higher deductibles associated with lower monthly premium High Deductible Health Plans (HDHP); available only for the TRS ActiveCare HD plan
- Dental Insurance – provided through Ameritas
- Vision Insurance – provided through Eyetopia
- Disability Insurance – provided through American Fidelity
- Cancer Insurance – provided through American Fidelity
- Accident Insurance – provided through American Fidelity
- Life Insurance – permanent, portable coverage provided through Texas Life
- Hospital Indemnity Insurance – provided through Aflac
- Clever RX – prescription drug savings card
- COBRA – Consolidated Omnibus Budget Reconciliation Act (related to group health insurance coverage)
- 403(b) Retirement Plan