“Texas State University, to the extent not in conflict with federal or state law, prohibits discrimination or harassment on the basis of race, color, national origin, age, sex, religion, disability, veterans’ status, sexual orientation, gender identity or expression.”

Texas State University is a tobacco-free campus.

Featured Benefits

- Group Insurance
- Sick Leave
- Salary Spread
- Academic Release and Tuition Support
- Retirement
- Supplemental Retirement Savings
- Wellness Program
- Work Life & Employee Assistance Program
- Employee Discount Program
- Mother-Friendly Worksite

A “regular” employee is hired to work at least 20 hours per week for a period of at least four and one-half months, excluding those employed in positions which require student status as a condition of employment.

Human Resources
601 University Drive
J.C. Kellam Building, Suite 360
San Marcos, Texas 78666
512.245.2557
www.hr.txstate.edu/benefits.html

We’ve got you covered!
Retirement

All new regular faculty are automatically enrolled in the Teacher Retirement System (TRS). Full-time faculty have a one-time irrevocable choice within 90 days of eligibility to elect the Optional Retirement Program (ORP) in lieu of TRS.

TRS is a defined benefit plan.
- The employee tax-deferred contribution is 7.7% and Texas State contributes 6.8% to the system.
- Normal retirement age is 65 with 5 years of service or age 62 with at least 5 years of service and meets the Rule of 80 (combined age and years of service credit equal at least 80).
- The standard annuity benefit formula is 2.3% of the average of the best five annual salaries multiplied by the number of years of service. Higher salaries and more years of service will mean a greater retirement benefit.

ORP is a defined contribution plan.
- The employee tax-deferred contribution is 6.65% and Texas State contributes 6.6% to the employee's account.
- Eligible employees enrolled in ORP in the State of Texas prior to 9/1/95, with or without a break in service, may be eligible for a total employer contribution of 8.5%.
- Members vest with one year and one day of participation.

Employees and Texas State both contribute the required amounts to Social Security.

Retiree health insurance benefits are available when the Rule of 80 is met or age 65 as long as the retiree has at least 10 years of eligible service.

This information is available in alternate format upon request from the Office of Disability Services.