

## — 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.*

“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.



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



# We've got you covered!

TEXAS  STATE<sup>®</sup>  
UNIVERSITY

*The rising STAR of Texas*

MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

## Group Insurance

Full-time faculty are automatically covered on the first day of employment with no cost for employee-only health coverage. Texas State also contributes 50% of the premium for dependent health coverage.

For part-time faculty (FTE of 50-74%), Texas State will make a 50% contribution for employee-only health coverage and a 25% contribution toward dependent health coverage after a 60-day waiting period.

The coverage includes prescription coverage and \$5,000 basic term life insurance with accidental death & dismemberment coverage. Most of our health plans have a \$0 deductible in-network!

On the first day of employment, the following optional coverages are available at the employee's expense:

- Dental
- Vision
- Optional Life Insurance
- Dependent Life Insurance
- Short & Long Term Disability
- Accidental Death & Dismemberment
- Flexible Spending Accounts

## Sick Leave

Regular, full-time faculty can earn 8 hours of sick leave each month with unlimited accrual to be used for personal or family illness and medical appointments. A sick leave pool is also available subject to eligibility requirements for a maximum of 90 days per catastrophic illness or injury, or lifetime max of 180 days.

## Supplemental Retirement Savings

Faculty may participate in a traditional or Roth 403(b) Tax Deferred Account and the TexasSaver 457 Plan through payroll deduction. The voluntary contributions may be invested in a variety of investment products with an approved company.

## Academic Release and Tuition Support

Texas State full-time benefits-eligible employees can participate in college or university credit courses taken at Texas State or other accredited higher educational institutions. Eligible employees can receive paid class release time to attend these courses, if held during their normal work hours.

Certain fees and designated tuition are also waived for courses taken at Texas State.

## Work Life and Employee Assistance Program

Texas State's Work Life Program helps connect faculty and staff with campus and community resources. Bobcat Balance consists of life-time management tools including: counseling benefits through an employee assistance program, resources to help find child care, elder care, legal assistance, financial counseling, routine daily living needs and much more! For more information, visit [www.worklife.txstate.edu](http://www.worklife.txstate.edu).

## Wellness Program

Texas State is committed to providing wellness opportunities for employees. WellCats, Texas State's employee wellness program, provides employees with free group exercise classes, subsidized campus recreation center memberships, cooking demos, health behavior coaching, lunch-n-learns, and more!

## 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.