

October 1, 2024 - September 30, 2025 Benefits Eligibility Chart

| | Full-time, =40 hrs/wk | Part-time Employee, >30 hrs/week | Part-time Employee, <30 hrs/week | Temporary |
|---|--------------------------|--|--|-----------|
| Benefits subject to change at any time with approval of the Board of Directors. | | | | |
| Health Care , 100% of employee premium contribution paid by employer. | X | X | | |
| Dental , 100% of employee premium contribution paid by employer. | X | X | | |
| Health Reimbursement Account (HRA) , Full amount effective 1/1 and based on medical plan selected. PPO = \$1,000/yr; HDHP = \$4,999.99 (\$3,499.99 Medical HRA, \$1000 Dental and Vision HRA) Amount prorated based on hire date. Employer paid. | X | X | | |
| Vision , (optional) employee paid. | X | x | | |
| Flexible Benefit Cafeteria Plan (Pre-tax) Section 125 flexible spending account (FSA), Dependent Care Assistance Program (DCAP). Employee paid. HDHP = \$500.00. Amount prorated based on hire date. Employer paid. | X | X | | |
| Supplemental Benefit Cafeteria Plan , Optional Additional Life, Short-Term Disability, Accident, Hospital, Cancer, Legal Shield, Pet Insurance. Employee paid. | X | X | X | |
| AD&D & Basic Life Insurance , 2X the employees annual salary. Employer paid. | X | | | |
| Long Term Disability , Employer paid. | X | | | |
| Dependent Life , employee has the option to purchase dependent life coverage for spouse and/or children. Spouse = \$20,000.00 Child = \$5,000.00. Employee paid. | X | | | |
| Educational Assistance , employee eligible after six months; max. annual reimbursement \$5,250.00; reimbursement % based on grade obtained | X | | | |
| Retirement Plans: | | | | |
| TCDRS (mandatory) Employee contributes 7%; Employer matches 180% at time of retirement | X | X | X | |
| MissionSquare (optional) | | | | |
| 457(b) , (optional) Tax-Sheltered Account; Employee Paid. | X | | | |
| IRA Roth & Traditional (optional) | X | | | |
| Paid Leave - Holidays | X | X | X | X |
| Paid Leave - Personal , Employees earn: | | | | |
| < 5 yrs = 10 hrs a month | | | | |
| 5 yrs <10 yrs = 12 hrs a month | | | | |
| 10 yrs or more = 15 hrs a month | X | | | |
| Paid Leave - Sick , employees earn 8 hrs a month | X | | | |
| Family & Medical Leave , Available after 1 year employment and worked at least 1,250 hours over the previous 12 months | X | X | X | |
| Social Security - Employer matching employee contribution 7.65% | X | X | X | X |
| Workers' Compensation | X | X | X | X |