



MSU Faculty and Staff Benefits

Effective September 1, 2017

NOTE: 60 DAY WAITING PERIOD FOR HEALTH BENEFITS

The Texas Legislature determines funding for employer paid benefits. MSU does not guarantee that funding will be provided in the future.

Insurance and Retirement Benefits:

- Retirement Programs:
Optional Retirement Program (ORP): IRS 403b - Eligible full-time faculty and executive staff
Teacher Retirement System (TRS): IRS 401a - All staff & faculty working in benefit-eligible positions
- Health insurance: after 60 days, state pays for full time employee health insurance and \$5000 life insurance. State pays for ½ of premium for eligible dependents' health insurance. (benefit eligible, part time employee amounts prorated)
- Retiree insurance: with a minimum of 10 years benefit-eligible TX state service credit, may be eligible to enroll in retiree health insurance when age and service requirements are met.
- Tax-sheltered voluntary savings plans: IRS 403b TSA or IRS 457 TexaSaver Deferred Comp Plan
- Optional benefits: dependent health , life, dental, disability, accidental death, vision
- Discounts: discounts on eye glasses / contact lenses / Lasik and hearing aids
- Tex-Flex: flexible benefits cafeteria plan - tax-shelter medical and child care expenses

Other Employee Benefits:

- Longevity Pay: Full time staff receive additional \$20 per month for each two years of state service.
- Sick Leave: 8 hours of sick leave per month, no limit on amount carried forward (part time accruals prorated)
- Vacation leave: Staff receive 8-21 hours vacation leave per month based on years of service (part time accruals prorated)
- Holidays: Staff receive 13-17 paid holidays per year
- Birthday Leave: Staff receive 8 hours leave to be used during the month their birthday occurs (part time accruals prorated)
- Sick Leave Pool: After 6 months of MSU employment, up to 90 days of additional sick leave may be granted for catastrophic illnesses.
- Staff Educational Incentive Program: Full time Staff receive reimbursement for MSU tuition based on grades earned. Application must be submitted each semester by deadline.
- Educational Assistance for Employees' Dependents: Eligible children of Staff and Faculty receive scholarships for MSU local tuition cost. Application must be submitted each semester by deadline.
- Free Admission to MSU activities, athletic events, Museum of Art at MSU
- Free use of Redwine Wellness Center, Moffett Library and use of Wichita Falls Public Transit Bus System
- Worksite Wellness Leave: 3, 30 minute excused exercise breaks per week plus; 8 hours of excused wellness leave per year with completion of health assessment
- US Savings Bonds: payroll deducted
- MSU Credit Union: loans, savings, checking