



MSU Faculty and Staff Benefits

Effective September 1, 2020

**** 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.

- **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

- **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 WF 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
- **MSU Credit Union** – loans, savings, checking