Employment Retirement System (ERS)

Benefits offered to all state employees



TEA Employee Services, Incentives, and Rewards

leave and three 30-minute periods of exercise per week

✓ Worksite Wellness Program: additional 8 hours of annual wellness

✓ **Authorized Special Leave** for parent-teacher conferences and school

Incentives and rewards offered to TEA employees



EAP Services



Health Insurance: The state pays 100% of the monthly premium for eligible full-time employees, and half of eligible family members' premiums.



Retirement: The state provides a defined benefit retirement plan with lifetime annuities as well as a low-fee option for personal savings (Texa\$aver 401(k) and 457 Programs).

When you are eligible to retire, you will receive a monthly payment from ERS for the rest of your life.



✓ Paid Agency Holidays

volunteering

- ✓ Optional 403(B) Plan*
- √ Emergency Death / Bereavement Leave

*Eligibility requirements apply

Optional Add-On Benefits

ERS members can choose from a variety of optional benefits at competitive costs.

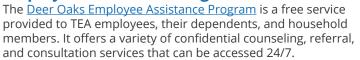
- Dental Coverage
- Vision Insurance
- ☐ Optional life insurance
- ☐ Dependent Term Life Insurance
- ☐ Short and Long-Term Disability Insurance
- Voluntary AD&D Insurance
- ☐ Flexible Savings Account (FSA)

For more information visit: https://www.ers.texas.gov/

Other Perks

- ✓ Accrual of time off
- \checkmark Annual Leave that increases with years of service
- ✓ Longevity Pay
- ✓ Employee parking on weekdays and access to State garages on weekends. First-come-first serve parking during concerts, UT games
- ✓ Discount Purchase Program (<u>Beneplace</u>)
- √Texas Legal group discounted membership
- ✓ Eligible for UT's Child Development Center Childcare*
- ✓ State service at TEA and other agencies may qualify employees for the <u>Public Service Loan Forgiveness Program</u> from the Department of Education

Employee Assistance Program





- ✓ Advantage Legal and Financial Assist attorney consultation; unlimited counseling with an Accredited Financial Counselor
- ✓ Short-term Counseling: anxiety, grief, family challenges, addiction, etc.
- ✓ Interactive online will preparation
- ✓ Identity Theft Assistance
- ✓ Work-life services
- ✓ Child and elder care referral
- ✓ Take-the-high-road cab/ride-share reimbursement program (one-time)

For more information visit: https://www.deeroakseap.com/

Support for FMLA & Parental Leave

- ✓ FMLA+Parental Leave Resources
- ✓ Family Leave Pool
- ✓ Sick Leave Pool
- ✓ Self-service scheduling of one-on-one meetings with TEA's Benefits & Leave Coordinators







