Employment Retirement System (ERS)

Benefits offered to all state employees



TEA Employee Services, Incentives, and Rewards

Incentives and rewards offered to TEA employees



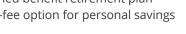


Health Insurance: The state pays 100% of the monthly premium for eligible full-time employees, and half of eligible family members' premiums.



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.



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
- ✓ Annual Leave that increases with years of service
- ✓ Longevity Pay
- ✓ Employee parking on weekdays and access to State garages on weekends. Firstcome-first serve parking during concerts, UT games
- ✓ Discount Purchase Program (Beneplace)
- ✓ 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 Public Service Loan Forgiveness Program from the Department of Education
- ✓ Employees and their eligible dependents can access FREE virtual mental health visits through Doctor On Demand® and MDLIVE® if you are enrolled in HealthSelect of Texas®, HealthSelectSM Out-of-State or HealthSelectSM Secondary.



- ✓ Worksite Wellness Program: additional 8 hours of annual wellness leave and three 30-minute periods of exercise per week
- ✓ **Authorized Special Leave** for parent-teacher conferences and school volunteering
- ✓ Teleworking & Alternative Work Schedules*
- ✓ Tuition Reimbursement
- ✓ Paid Agency Holidays
- ✓ Optional 403(B) Plan*
- ✓ Emergency Death / Bereavement Leave



Employee Assistance Program

The AllOne Health Employee Assistance Program is a free service provided to TEA employees, their dependents, and household members. It offers a variety of confidential counseling, referral, and consultation services that can be accessed 24/7.

- ✓ Telephone assessment and in-the moment crisis intervention
- ✓ 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.allonehealth.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















^{*}Fee-based service

^{*}Eligibility requirements apply