



October 1, 2020 - September 30, 2021 Benefits Eligibility Chart

Benefits subject to change at any time with approval of the Board of Directors.	Full-time, =40 hrs/wk	Part-time Employee, >30 hrs/week	Part-time Employee, <30 hrs/week	Temporary
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. NPOS = \$1,000/yr ; NPOS HDHP = \$4,999 (\$3,499 Medical HRA, \$1000 Dental and Vision HRA) Amount prorated based on hire date. Employer paid.	X	X		
Flexible Benefit Cafeteria Plan (Pre-tax) Section 125 flexible spending account (FSA), Dependent Care Assistance Program (DCAP). Employee paid. NPOS 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. 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	
ICMA (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