



## October 1, 2025 - September 30, 2026 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
<b>Health Care</b> , 100% of employee premium contribution paid by employer.	X	X		
<b>Dental</b> , 100% of employee premium contribution paid by employer.	X	X		
<b>Health Reimbursement Account (HRA)</b> , Full amount effective 1/1 and based on medical plan selected. PPO = \$1,000/yr; HDHP = \$4,999.99 (\$3,499.99 Medical HRA, \$1000 Dental and Vision HRA) Amount prorated based on hire date. Employer paid.	X	X		
<b>Vision</b> , (optional) employee paid.	X	x		
<b>Flexible Benefit Cafeteria Plan</b> (Pre-tax) Section 125 flexible spending account (FSA), Dependent Care Assistance Program (DCAP). Employee paid. HDHP = \$500.00. Amount prorated based on hire date. Employer paid.	X	X		
<b>Supplemental Benefit Cafeteria Plan</b> , Optional Additional Life, Short-Term Disability, Accident, Hospital, Cancer, Legal Shield, Pet Insurance. Employee paid.	X	X	X	
<b>AD&amp;D &amp; Basic Life Insurance</b> , 2X the employees annual salary. Employer paid.	X			
<b>Long Term Disability</b> , Employer paid.	X			
<b>Dependent Life</b> , 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			
<b>Educational Assistance</b> , employee eligible after six months; max. annual reimbursement \$5,250.00; reimbursement % based on grade obtained	X			
<b>Retirement Plans:</b>				
<b>TCDRS</b> (mandatory) Employee contributes 7%; Employer matches 180% at time of retirement	X	X	X	
<b>MissionSquare</b> (optional)				
<b>457(b)</b> , (optional) Tax-Sheltered Account; Employee Paid.	X			
<b>IRA Roth &amp; Traditional</b> (optional)	X			
<b>Paid Leave - Holidays</b>	X	X	X	X
<b>Paid Leave - Personal</b> , 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			
<b>Paid Leave - Sick</b> , employees earn 8 hrs a month	X			
<b>Family &amp; Medical Leave</b> , Available after 1 year employment and worked at least 1,250 hours over the previous 12 months	X	X	X	
<b>Social Security</b> - Employer matching employee contribution 7.65%	X	X	X	X
<b>Workers' Compensation</b>	X	X	X	X