

## Employment Retirement System (ERS)

Benefits offered to all state 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. First-come-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

\*Fee-based service

## TEA Employee Services, Incentives, and Rewards

Incentives and rewards offered to TEA employees



- ✓ **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**

\*Eligibility requirements apply

## Employee Assistance Program

The [Deer Oaks 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.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

