



Stephen F. Austin State University Benefits Overview FY2023

HUMAN RESOURCES

SFA offers a competitive benefits package. This includes retirement benefits, insurance, wellness programs, paid leave, and a variety of other services offered to employees. Benefits eligible employees are those working at least 20 hours a week for a period of more than four and one-half months.

Health Insurance: After a short waiting period, benefits-eligible employees may enroll in health insurance. The university pays all or a portion of health insurance premiums for benefits-eligible employees. Two plans are available for employees to choose from:

- HealthSelect of Texas
- Consumer Directed HealthSelect (High Deductible) with Health Savings Account (HSA)

Optional Insurance/Programs: A variety of optional insurance and discount programs are available to benefits-eligible employees, including:

- Dental Care (2 plans offered)
- Optional Term Life Insurance
- Vision
- Dependent Term Life Insurance
- Accidental Death & Dismemberment (AD&D)
- Short Term and Long Term Disability Insurance
- TexFlex Program - Health Care and Dependent Care Flex Spending Accounts
- Choose to Quit Program for Tobacco Users
- Employee Discount Program
- Preventative Services

Retirement: SFA offers several ways for employees to prepare for their retirement:

- Teacher Retirement System (TRS) – SFA offers a defined benefit program through the Teacher Retirement System (TRS). All TRS-eligible employees at Texas public institutions of higher education are automatically enrolled in it on their first day of employment. SFA matches at 8.00% with a 8.0% employee contribution
- Optional Retirement Program (ORP) – Employees who work in eligible positions at Texas public institutions of higher education may elect to participate in the Optional Retirement Program (ORP) as an alternative to TRS. SFA matches at 6.60% with a 6.65% employee contribution.
- TSA – 403B Tax Sheltered Annuity
- 457 Texa\$aver Deferred Compensation Plan



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Direct Deposit of Payroll Check: Direct Deposit is highly recommended.

Paid Leave of Absence: Leave available to eligible employees includes sick, vacation, compensatory time, holidays (including Spring Break, Thanksgiving and Christmas), and more!

Longevity Pay: Non-academic, full-time employees, working at least 40 hours a week in one position, are entitled to longevity pay in the amount of \$20 per month for each 2 years of state service.

Lumberjack Education Assistance Program (LEAP): Mandatory tuition and fees are exempted for eligible participants, except statutory tuition (\$50 per semester credit hour for undergraduate classes or \$80 per semester credit hour for graduate classes). LEAP provides eligible employees, their spouses, and their dependents with assistance in obtaining additional education.

Employee Assistance Program (EAP): Offers SFA employees and those living in the same household access to free, confidential services on a variety of different topics.

Employee Wellness: Employee Wellness is designed to create opportunities for education and participation in programs which will improve the overall health and wellness of each employee of SFA. We strive to meet the needs of all full-time and part-time faculty, administrators, staff, and all retired faculty and staff. Employee Wellness will take place in various facilities on campus. Programs are scheduled before and after work plus during the noon hour. Full-time employees are provided release time to participate in on-campus wellness activities.

Discounted Sporting/Event Tickets: SFA provides discounted season and single game tickets to employees as well as free admission to a variety of on-campus events.

Alternate Work Schedules: SFA is committed to supporting work-life balance for its employees. We offer Alternate Work Schedules for non-faculty employees to support the efficiency of university operations and/or to offer those employees greater flexibility in their work schedule. Alternative work schedules differ from the traditional 8 a.m. to 5 p.m. five-day work schedule.

Employee Discounts: Employees are offered a variety of discounts at various stores and businesses, both on and off campus. Discounts on campus include the SFA bookstore and on-campus food retailers.