



YOUR TXST BENEFITS

AT A GLANCE



TEXAS  STATE
HUMAN RESOURCES



GROUP INSURANCE

Full-Time employees are covered on day one including medical insurance at no cost and 50% premium coverage for dependents. Optional coverages include dental, vision, flexible spending accounts, and more.

WELLCATS PROGRAM

Take advantage of free group exercise classes, nutrition consultations, educational workshops, and much more through our in-house wellness program!

UNIVERSITY LONGEVITY PAY

We're the only state institution in Texas with University-specific longevity pay! Regular staff are eligible for a 1.5% salary increase every 2 years up to a maximum of 4 increases.

WELL-BEING RESOURCES

We offer a variety of resources to help you navigate life's challenges. Free mental health counseling sessions, legal advice, and financial services are available through Bobcat Balance, TXST's employee assistance program. Don't miss out on employee discounts on your favorite brands!



Visit our website for a full description of benefits available to you!

PAID LEAVE & HOLIDAYS

Full-time staff earn 8 hours of both sick leave and vacation per month. Monthly allotment of vacation can increase to up to 21 hours earned per month as years of state service increase. Up to 15 paid holidays per Fiscal year.

EDUCATIONAL SUPPORT

Benefits-eligible employees can take college courses while having certain tuition and fees waived. Take classes while being paid your full-time rate! Dependent children of eligible employees can also receive a 25% designated tuition discount for TXST classes.

RETIREMENT OPTIONS

Employees are automatically enrolled in Teacher Retirement System (TRS). The tax-deferred contribution rate is 8.25% with TXST also contributing 8.25%. Full-time faculty and certain staff can enroll in an optional retirement program (ORP) in lieu of TRS and will have 90 days from their start date to make this one-time decision.

SUPPLEMENTAL SAVINGS

Employees may participate in a traditional or Roth 403(b) tax-deferred account and the TexasSaver plan through payroll deduction. Voluntary contributions can be invested in a variety of ways through our approved vendors.

QUESTIONS? CONTACT HR@TXSTATE.EDU