

Full-Time Benefits at a Glance

Fiscal Year 2025-2026



The following benefits are available to regular, full-time (FT) employees. Health coverage is subject to a 60-day waiting period; however, this does not apply to direct transfers with no break in service. Health benefits are offered through the [Employees Retirement of Texas \(ERS\)](#). Retirement benefits are offered through the [Teacher Retirement System of Texas \(TRS\)](#).

100% Covered Employee Benefits

- Medical
- Dental
- Long-Term Disability
 - Covers up to 60% of salary for a specified time
- 2x Annual Base Salary Life Insurance
- Employee Assistance Program

Medical Plans

Administered by [BlueCross BlueShield of Texas](#)

- HealthSelect of Texas (POS)
- Consumer Direct HealthSelect (PPO)
- HealthSelect Prescription Drug Program

TexFlex

- Tax-advantaged spending/savings accounts for health care, dependent care, and limited-purpose flexible spending

Dental Plan Options

- State of Texas-Dental Choice (PPO)
- DeltaCare USA (DHMO)

Vision Plans

- State of Texas Vision (EyeMed Vision Care)

Retirement Plan

- Teacher Retirement System (TRS)
 - Employee contribution - 8.25%
 - State contribution - 8.25%
- Optional Retirement Plan (ORP eligible positions only)
 - Employee contribution - 6.65%
 - State contribution - 6.60%
 - Alvin College contribution - 0.90%
- Additional Retirement Options
 - Voluntary 403(b) and/or 457(b) plans available to all employees

Life & Disability

- Dependent Life
 - \$1.45/mo. for \$5,000 term life for all dependents
 - Includes \$5,000 in accidental death & dismemberment (AD&D) coverage
- Life Insurance
 - Additional coverage up to 4x annual salary
- AD&D
 - Additional coverage available at low rates
- Short-Term Disability
 - Covers up to 66% of salary for a specified time

Leave Benefits

- Vacation Leave: FT non-faculty positions earn 8-14 hrs/month (September-May), based on years of service
- Sick Leave: FT faculty & staff positions earn 10 hrs/month (January-December)
- 16 hours/2 days of personal business leave each fiscal year
- Paid holiday time of approximately 4 weeks
- Family and Medical Leave (FMLA) if eligible
- Worker's Compensation

Wellness Program

- Free onsite Fitness Center
- 1.5 hours per week of wellness leave (Fall & Spring Only)
- Onsite walking trail

Campus Perks

- Free parking
- Beautiful courtyard area
- Onsite café and coffee bar
- Employee social events
- College Store 5% discount
- Summer Fridays off

Discount Purchase Program

- Discounts through [ERS](#) on a variety of wellness products and services with no fees or membership requirements
- [Blue365 Discount Program](#)

Tuition Benefits

- Tuition reimbursement (TSCM only)
- Alvin College Foundation Scholarships
- Dependent tuition waiver programs

Onsite Childcare Center *

- Child Development Laboratory School
- Affordable rates

** Based on space availability*

Other Benefits

- Employee Assistance Program
 - [UTEAP](#)
User Name: uteap
Password: uteap

Revised 10/25

The above is intended as a representation of benefits available and is not a guarantee of benefits.