SUBJECT: Benefits

Employees qualify for benefits according to the definitions and regulations as outlined by the Teacher Retirement System of Texas, Texas Higher Education Coordinating Board, and Employees Retirement System of Texas. Benefits available are according to the employment status below:

I. Full time Employee Benefits

Full time employees who customarily work at least 40 hours per week, including faculty who are required to teach a minimum of 15 semester credit hours or the equivalent and perform duties equal to a 40 hour week, have the option to receive the following employer paid benefits:

A. Medical and dental insurance that meets the minimum standards required by the Texas Employees Group Benefits Program (GBP). Medical insurance benefits become effective the first day of the month after the completion of sixty days of full time employment.

B. Retirement through either Teacher Retirement System of Texas (as defined in Texas Administrative Code, Title 34, Part 3, Chapter 25, Subchapter A) or the Optional Retirement Program (as defined in Texas Administrative Code, Title 19, Part 1, Chapter 25, Subchapter A), depending on eligibility.

C. Income protection insurance that provides some income in case of short or long term disability.

D. Basic Life Insurance in the amount of $5,000 if medical insurance is elected. Optional life Insurance in the amount of two times annual salary, reducing at certain ages.

E. Tax Deferred Annuity payments in the amount of seven percent of base salary, paid by the College. Employees with temporary full time assignments are not eligible for this benefit.

II. Part time Employee Benefits-Employees working half-time or more

Part time employees who are employed at least 20 hours per week or who teach ten or more semester credit hours, either lecture or lab (with the exception of a tutoring lab hour which will equate to one hour), for a consecutive period of at least 4 1/2 months and are expected to continue working for more than one full semester have the option to receive the following benefits:

A. Medical insurance - Part time employees will be responsible for 50% of the employee’s premiums and 75% percent of dependents= premiums. Medical insurance benefits become effective the first day of the month after the completion of sixty days of part-time employment.

B. Retirement through the Teacher Retirement System of Texas. This is mandatory, not optional.
C. Basic Life Insurance in the amount of $5,000 if medical insurance is elected.

III. Part time Employee Benefits-No Full Time Equivalent Position

Part time employees who are employed in a position for which there is no full time equivalent and work a minimum of 15 actual hours per week receive the mandatory benefit of retirement through the Teacher Retirement System of Texas. Employees in this classification are not eligible for insurance benefits.

IV. Adjunct Faculty Benefits

Adjunct faculty may be eligible to participate in the group benefits program as an employee if the faculty member receives compensation for services rendered to Midland College as an adjunct faculty member; has been employed as a faculty member at Midland College and has taught at least one course in each regular fall and spring semester at Midland College for the preceding academic year; and is scheduled to teach at least 12 semester credit hours in the academic year of coverage. Benefits available include:

A. Medical insurance – Adjunct faculty will be responsible for one hundred percent of the employee’s premium and one hundred percent of dependents’ premium. Medical insurance benefits become effective the first day of the month after the completion of sixty days of part time adjunct employment.

B. Life Insurance in the amount of $5,000 if medical insurance is elected.

V. Full Time Benefits for 30 hour or more employees

Employees who customarily work at least 30 hours per week but less than 40 hours per week and are expected to continue working for more than one full semester, including faculty who are teaching a minimum of 15 semester credit hours, either lecture or lab (with the exception of a tutoring lab hour which will equate to one hour), or the equivalent and perform duties equal to a 30 hour week, have the option to receive the following employer paid benefits:

A. Medical insurance that meets the minimum standards required by the Texas Employees Group Benefits Program (GBP). Medical insurance benefits become effective the first day of the month after the completion of sixty days of employment.

B. Retirement through the Teacher Retirement System of Texas. This is mandatory, not optional.

C. Basic Life Insurance in the amount of $5,000 if medical insurance is elected.