

# Benefits & Perks at UNT

UNT offers a great benefits package and a wide variety of perks to meet the needs of our diverse workforce. Medical, dental, vision, and flexible spending account benefits are offered for faculty and staff as well as their spouses and children. Many of the perks are also extended to spouses and children. Hourly student employees are not eligible for UNT benefits. UNT Libraries has curated this information to help our job applicants understand the benefits, beyond salary, of working in the UNT Libraries.

## HEALTH INSURANCE

**Health insurance premiums are paid by UNT at 100% for full-time employees.** Coverage begins the first of the month after the 60th day of employment. You can find [rates here\[web\]](#) & [a comparison chart \[website\]](#). [Mental health/wellness coverage \[website\]](#) and telehealth visits are covered. New employees can access [benefits enrollment information \[website\]](#).

[HealthSelect](#) is a point-of-service plan available to employees and their eligible dependents and is administered by Blue Cross Blue Shield of Texas. Referrals are needed for specialists.

[Consumer Directed HealthSelect](#) is a high-deductible health plan and health savings account available to the employee and eligible dependents and is administered by Blue Cross Blue Shield of Texas. No referrals are needed for specialists.

## DENTAL PLAN-optional [click here for dental plan comparison chart\[website\]](#)

Employees can choose between the State of Texas Dental Choice PPO and DeltaCare USA DHMO plans.

PPO dental plan. Participants can choose to use the [on campus dental office\[website\]](#).

## VISION BENEFITS-optional [click here for vision comparison chart\[website\]](#)

State of Texas Vision is offered to employees and eligible dependents.

You can use the on campus [UNT College Optical Express office\[website\]](#) – which accepts UNT vision coverage and provides discounts on glasses or contacts to UNT staff, faculty, and alumni.

## LIFE INSURANCE-optional [click here for the life insurance \[website\]](#)

Employees receive a \$5,000 basic term life policy with health coverage. Dependents may be enrolled in the \$5,000 Dependent Term Life policy. Employees may also enroll in Optional Term Life up to 4X annual salary (or a maximum of \$400,000). Evidence of Insurability may be required. A Voluntary Accidental Death and Dismemberment insurance option is also available.

## DISABILITY INSURANCE-optional [click here for disability insurance \[website\]](#)

Short-term disability pays 66% of monthly salary (max monthly salary of \$10,000) for up to 5 months. Long-term disability pays 60% of monthly salary (max monthly salary of \$10,000) up to full Social Security age depending on age at total disability. Short-term and long-term disability benefits are not paid to the employee until all sick leave has been used or the waiting period has been met.

## FLEXIBLE SPENDING ACCOUNTS-optional [click here for flexible spending \[website\]](#)

[TexFlex](#) uses pre-tax deductions for eligible expenses:

- [Health Care Account](#) - maximum \$2,750 with a possible carryover of \$550
- [Dependent Care Account](#) - maximum \$5,000 [eligible expenses for health and dependent care](#)
- [Limited Spending Account](#) – Only for those enrolled in Consumer Directed HealthSelect Plan

## RETIREMENT OPTIONS

*TEACHER RETIREMENT SYSTEM (TRS)* [click here for additional TRS information \[website\]](#)

- Default retirement plan for all faculty & staff
- Defined Benefit Plan (based on years of service, salary and age)
- 7.7% employee contribution, 6.8% state contribution
- Disability retirement benefits
- 5-year vesting period TRS selects, controls and monitors investments

*OPTIONAL RETIREMENT PROGRAM (ORP)* [click here for additional ORP information \[website\]](#)

- Available only for certain positions includes faculty and select high level administrators
- Defined Contribution (based on performance of investments)
- 6.65% employee contribution, 6.6% state contribution
- 1-year vesting period Investments selected and controlled by the employee
- One-time, irrevocable decision to enroll, in lieu of TRS
- ORP is an available option to eligible positions identified by the State of Texas

*VOLUNTARY RETIREMENT ACCOUNTS* [Click for Texa\\$ saver website](#)

- Texa\$aver 457, offered through ERS, administered by Empower Retirement.

## LEAVE TIME

UNT offers a very generous leave package that includes 12-15 [holidays](#) per year as determined by the State in addition to the various leaves below. University designated holidays may also be used to observe any religious holiday or optional state or national holiday.

[Vacation Leave](#): Staff and Library faculty accrue **8 hours per month** from date-of-hire, with increases for accumulated years of state employment. Faculty and staff may use vacation after 6 months of continuous employment unless employee has at least 6 months prior state service in Texas. Leave is prorated for less than 1.0 FTE. [Vacation Leave \[website\]](#)

[Sick Leave](#): is accrued by both faculty and staff at **8 hours per month (12 days/year)**. Sick leave rolls over every year with no maximum number of hours. More information can be found on the [Sick Leave \[website\]](#).

[Sick Leave Pool](#) is awarded to qualified employees who suffer or have immediate family members who suffer a catastrophic injury or illness that causes the employee to exhaust all of their accrued leave. More information can be found on the [Sick Leave \[website\]](#).

[Sick Leave Donation](#) allows employees to voluntarily transfer sick leave hours to another employee with a serious health condition. More information can be found on the [Sick Leave \[website\]](#).

[Other Available Paid Leaves \[website\]](#) include: American Red Cross Certified Service Volunteers; Assistance Dog Training; Bereavement (Emergency/Administrative Leave); Compensatory Leave; Fitness Program participation; Foster Parents; Inclement Weather; Military Leave; Organ, Bone Marrow, or Blood Donors; Parental Leave; Time Off for Voting; Volunteer Fire Fighters and Emergency Medical Service Volunteers.

[Family and Medical Leave Act \(FMLA\) \[website\]](#) provides up to 12 weeks of unpaid, job-protected leave to eligible employees. A combination of vacation and sick leaves are used to provide pay for employees while on FMLA. Employees must have worked for the State of Texas for 12 months and 1,250 hours in the past year to be eligible.

## LONGEVITY PAY

Staff and 12-month faculty receive \$20 per month for every two years of service as an employee of the State of Texas. State service includes all service to the State of Texas including part-time, staff, (12 month) faculty, legislative service, or student employment. [Longevity pay policy \[website\]](#).

## WORK LIFE BALANCE, WELLNESS & FITNESS

Mental health and wellness resources are available through our health insurance. Counseling services can be obtained through both insurance and the EAP.

*Employee Assistance Program (EAP)* Offers free, confidential counseling and a vast collection of web resources for family, workplace, or legal issues. Call 1-855-784-1806, 24 hours/7 days. [Click here for information on how to enroll in the EAP \[website\]](#).

*Fitness Facilities*- Employees and their guests are eligible for discounted membership to the [Pohl Rec Center \[website\]](#). The cost can be payroll deducted; see [Memberships\[website\]](#) and click Faculty & Staff for info.

[Fitness leave\[website\]](#) - UNT Employees who are eligible to accrue leave may use Fitness Leave. Fitness leave may be used for a time period of up to thirty (30) minutes, three days per week, to participate in exercise. Click here for the full [Well-Being leave policy \[website\]](#) policy.

[Well-being leave\[website\]](#) - Well-being Leave Credit offers eight hours paid time off upon completion of a physical exam as well as an online health risk assessment. This benefit is available for all faculty and staff who currently accrue leave.

## FLEXIBLE WORK ARRANGEMENTS

Employees may establish flexible work arrangements when appropriate and approved by their supervisor(s). These arrangements can either be Flex, Remote, or Compressed Workweeks. [More information on flexible work arrangements \[website\]](#).

## DISABILITY AND RELIGIOUS ACCOMMODATIONS

To advance and honor the diverse abilities of our community, UNT provides reasonable [accommodations under the ADA](#) for qualified [applicants](#) and [employees](#). [Contact HR](#) to initiate the process.

To advance and honor the [religious diversity](#) in our community, UNT makes reasonable accommodations for faculty, staff and students whose religious observances or holy days coincide with their work schedules. [Click here for more information](#).

## DIVERSITY & INCLUSION

Because UNT and the Libraries value the contributions of our diverse team, we take steps to make our community more diverse and inclusive. We do this by creating opportunities to discuss and address DEI issues and supporting identity-based scholarship, creative work and service. The **Libraries' Council on Diversity and Inclusion** identifies opportunities to improve and collaborates with the Library Dean's Council on implementing solutions and intentionally fosters diversity, inclusion, and equity across the library community.

UNT supports several **Employee Resource Groups (ERGs)** and **Diverse Faculty Mentoring Groups** to help members of the UNT community have a voice on matters of diversity and inclusion. Visit [UNT's ERG webpage](#) for more information.

The **Libraries Diversity, Equity & Inclusion Interest Group** is an informal group who meets to discuss DEI issues.

Additional information on our Diversity and inclusion efforts can be found at the [President's Diversity and Inclusion On Campus](#) and the [Division of Inclusion, Diversity, Equity and Access](#) websites.

## FACULTY & STAFF PROFESSIONAL DEVELOPMENT

The Libraries encourages faculty and staff to continue their professional development. Each year UNT Libraries sets aside funds to ensure that staff and faculty can participate in professional development opportunities. UNT System provides significant [opportunities for professional development](#) for both faculty and staff, including LinkedIn Learning. Time to attend professional development is considered time worked.

In addition, faculty can also apply for [development leave](#) for research or writing after a period of time. UNT Libraries also has a **Mentoring Program** for Library Faculty and aspiring Library Faculty.

## RECOGNITION

Each year the university recognizes the achievements of staff and faculty with special awards. Staff are eligible for eight different [Staff Appreciation Awards](#) and there are a number of [awards to](#)

[recognize faculty excellence](#). In addition to these university wide awards, the UNT Libraries has some of its own recognition awards like the [George and Ruth Christy Award](#). Any faculty or staff member can apply for a [Dean's Innovation Grants](#) to improve our libraries, university & community.

## PARENTS

UNT has lots of opportunities for families to engage in campus life. The [Center for Young Children](#) provides reasonably priced childcare for pre-k children. Enroll kids early as space is limited.

**Summer camps** The University hosts a number of summer camps for children. Available camps change annually but have previously included: [Elm Fork](#) (Science), [Music](#) (many), UNT Wise (disability), Linguistics, Cybersecurity, Energy, App & Robotics, Summer Math Institute. Sports, cheer, and other summer camps are also held at UNT.

[Texas Academy of Math & Science \(TAMS\)](#) is an early entrance college program for gifted high school aged students.

The Early Childhood Music Program provides children (ages birth to five) quality experiences that will nurture their musical development.

## EDUCATION

UNT provides a generous scholarship for faculty, staff and their dependents, including spouses, who are interested in continuing their academic pursuits. The [UNT Employee Tuition Benefit](#) requires academic admission.

## ADDITIONAL BENEFITS OR PERKS

- [Public Service Loan Forgiveness \(PSLF\)](#) - Employees may be eligible to participate in this program as a Texas State institution. HR (human resources) can complete the necessary forms.
- UNT has a [Faculty Senate](#) & [Staff Senate](#) who work on behalf of faculty and staff respectively to address issues relevant to each group.
- *Ticket Discounts* for [Dance and Theatre](#), [Sports](#), and [Music performances](#)
- Discounted [faculty and staff meal plans](#) for the dining halls – up to 40% discount
- Find [free and discounted software](#) (MS Office & Adobe)
- [Many other discounted products, services, and membership through Beneplace, PerkSpot, PerksConnection and Parking Spot.](#)
- UNT [Sky Theatre discounts](#)