

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.

Insurance Benefits

If you have any questions about insurance coverage and benefit options, please contact Rachel Devries via email at Rachel.Devries@untsystem.edu.

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. **For those starting mid-month**, coverage under your new employer begins on the first of the next month. You may waive coverage during this time. You can find [PY25 Rates here](#) & [a PY25 comparison chart here](#).

[Mental health and wellness coverage](#) is part of the health insurance plan. Insurance also includes telehealth visits. New employees can access [benefits enrollment information](#).

- [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. **Employees are automatically enrolled in HealthSelect of Texas.**
- [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. **You must select this plan if you do not want HealthSelect of Texas.**

Dental Plan - optional [PY25 Dental plan comparison chart](#)

Employees can choose between the State of Texas Dental Choice PPO and DeltaCare USA DHMO plans. Under the PPO dental plan, participants can choose to use the [on campus dental office](#).

Vision Benefits - optional [PY25 Vision plan comparison chart](#)

State of Texas Vision is offered to employees and eligible dependents. You can use the on-campus [UNT College Optical Express office](#) – which accepts UNT vision coverage and provides discounts on glasses or contacts to UNT staff, faculty, and alumni.

Life Insurance - optional [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 for 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 [Disability insurance website](#)

Employees can choose from short-term and long-term disability coverage offered by the Texas Income Protection Plan to protect your income should you become unable to work. 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 [Flexible spending website](#)

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

- [Health Care Account](#) - maximum \$2,850 per participant, with up to \$570 of carryover
- [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

If you elect to participate as a new employee and have a health coverage waiting period, you will have a 60-day waiting period before your TexFlex health care or limited-purpose FSA will begin. Enrollment becomes active on the first day of the month following your 60th day of employment. If your 60th day of employment falls on the first day of the month, the coverage begins on that day.

Retirement Options

Teacher Retirement System (TRS) - [TRS information](#)

- **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) – [ORP information](#)

- 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 - [Texa\\$ saver website](#)

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

No State Tax

Because we are in Texas, we do not have state tax.

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 the employee has at least 6 months continuous prior state service in Texas. Leave is prorated for less than 1.0 FTE.

[Sick Leave](#): 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: 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 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 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 \(FMLA\)](#): 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.

Flexible Work Policy

Employees may establish flexible work arrangements when appropriate and approved by their supervisor(s). This arrangement can either be Flex, Remote, or Compressed Workweeks. Review the [flexible work policy](#) for more information.

Disability and Religious Accommodations

To advance and honor the variety of abilities within our community, UNT provides reasonable accommodations under the ADA for qualified applicants and employees. Contact our Workplace Accommodations Administrator Keeshala.Henderson@untsystem.edu to initiate the process.

To advance and honor the various religious beliefs in our community, UNT makes reasonable accommodations for faculty, staff, and students' sincerely held religious observances or holy days coincide with their work schedules. Please contact our HR Business Partner, Valerie.Parker@untsystem.edu to request religious accommodations.

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. Visit the [longevity pay policy](#) for more information.

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, TTY 800-697-0353, 24 hours/7 days a week, or [access EAP benefits online](#). Use Web ID: UNTS.
- **Fitness Facilities** - Employees and their guests are eligible for discounted membership to the Pohl Rec Center. The cost can be payroll deducted. Visit [Rec Center Memberships](#) and select *Faculty & Staff* for more information.
- [Fitness leave](#) - UNT Employees who are eligible to accrue leave may use Fitness Leave. Fitness leave may be used for up to thirty (30) minutes, three days per week, to participate in exercise. The full [well-being leave policy](#) provides more information.
- [Well-being leave](#) - Well-being Leave Credit offers eight hours paid time off upon completing a physical exam and an online health risk assessment. This benefit is available for all faculty and staff who currently accrue leave.

In the Green

In the Green provides resources and learning opportunities to team members across the UNT system in three categories:

Physical Well-Being

- [Well onTarget](#) – available through a HealthSelect insurance plan – Well onTarget provides wellness offerings, tools, and resources to help you obtain your health goals. Part of Well onTarget is the [BCBS Blue Points program](#), which allows you to earn points for healthy activities, and redeem those points in the Blue Points online mall.
- [Weight management programs](#) – available through a HealthSelect insurance plan – free access to an online weight loss program: Wondr or Real Appeal.
- [Tobacco cessation program](#) – available through a HealthSelect insurance plan – free access to an online tobacco cessation program

- Learn more about [UNT System Physical Well-Being resources](#).

Interpersonal Well-Being

- [Employee Assistance Program](#) – Employee Assistance Program (EAP) offers free, confidential counseling as well as work-life solutions, legal guidance, and financial resources. Call 855-784-1806, TTY 800-697-0353, 24 hours a day/7 days a week or access benefits online at [guidanceresources.com](#). Web ID: UNTS
- Learn more about [UNT System Interpersonal Well-Being resources](#).

Financial Well-Being

- Learn more about [UNT System Financial Well-Being resources](#).

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 [faculty 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.

Employee Recognition

Throughout the year, UNT has a Values Recognition Program providing recognition to employees who uphold the [UNT System Values](#) in their work with our UNT System community. Additionally, 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](#).

The UNT Libraries also has some of its own [recognition awards](#) such as the [George and Ruth Christy Award, S.T.A.R Award, Outstanding Faculty Award, and Supervisor of the Year Award](#). Any faculty or staff member can apply for a [Dean's Innovation Grants](#) to improve our libraries, university and community.

Parents & Families

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 several 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, and 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.

Scholarships & Tuition Benefits

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.

UNT Libraries also awards an [employee scholarship](#) each year.

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 memberships](#) through [Beneplace](#), [PerkSpot](#), [PerksConnection](#), and [Parking Spot](#)
- UNT [Sky Theatre discounts](#)