

Benefits @ Glance



As an employee of the Lone Star College System (LSCS), you can take advantage of a variety of benefits and opportunities to add to your quality of your life. This document is designed to provide you with a summary of those benefits. The following are available to all regular full-time employees:

Medical Coverage

HealthSelect, Blue Cross Blue Shield of Texas (POS)
Coverage includes prescription drug plan, vision discount plan and basic life insurance.
90 day waiting period to be eligible

Dental Coverage

Dental Choice, GEHA (PPO)
Dental Maintenance Plan, Aetna (DMO)

Life Insurance:

2 x annual salary. The employee may purchase Supplemental insurance

Dependent Life insurance

Accidental Death & Dismemberment (AD&D)

Employee may purchase additional AD&D at a very low cost.

Short Term Disability

Options include Self-Administered plan or ERS administered plan

Long Term Disability

Income protection in event of disability - 60% of your insured Monthly salary up to \$10,000

TexFlex Spending Account

Health Care Reimbursement Account
Dependent Day Care Reimbursement Account

State Kids Insurance Program

Long Term Care Program

Retirement Plan

Teacher Retirement System (TRS)
Employee contribution - 6.4%
State contribution - 6.58%
Optional Retirement Plan (ORP)
Employee contribution - 6.65%
State contribution - 6.58%

Tax Deferred Compensation Plan

Supplemental 403(b) Plan, TexasSaver 457, Deferred 457 Compensation Plan - Employee elective contributions

Vacation

0 - 5 years = 12 days
6 - 10 years = 16 days
11 + years = 20 days

Holidays

16 to 19 holidays (dependent upon annual scholastic calendar)

Sick Leave

8 hours per month: maximum 520 hours

Tuition Reimbursement

Pre-Paid Legal

Eye-Med Vision

Wellness Program

Employee Assistance Program

There is a 90-day waiting period on medical coverage only. All other benefits begin the first of the month after your hire date. For more detailed benefits information, visit the Lone Star College System Human Resources website at <http://www.lonestar.edu/3609>.