

# The University of Texas at San Antonio Employee Benefits Package

The University of Texas at San Antonio (UTSA) offers a competitive total rewards package, including benefits that are available to all benefits-eligible employees and their dependents.

**Active employees working a minimum of 20 hrs/week with an appointment time of at least 4 1/2 months are eligible to enroll in benefit plans.**



## Medical

UT SELECT is a self-funded medical PPO plan administered by Blue Cross and Blue Shield of Texas.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/ut-select-medical-plan>



## Affordable Care Act

The Patient Protection and Affordable Care Act (ACA) requires UTSA to offer medical insurance benefits to employees who average 30 work hours or more per week for 90 days, or 130 hours per month for 90 days, or 1,560 hours for the 12-month lookback period.  
<https://www.utsystem.edu/offices/employee-benefits/insurance/affordable-care-act>



## Prescription Drug Plan

Administered by Express Scripts, this plan allows you to utilize both retail and mail-order pharmacies.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/prescription-drug-plan>



## Flexible Spending Accounts

Tax-exempt spending accounts are available to reimburse eligible medical and day care expenses.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/ut-flex>



## Dental

UT Select Dental offers a standard or plus plan administered by Delta Dental or a fully-insured dental HMO plan administered by DeltaCare USA.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/dental>



## Vision

Administered by Superior Vision, this plan offers two fully insured vision plan options, standard or plus.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/vision>



## Term Life Insurance

Provides death benefits for you and your dependents.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/life-insurance>



## Accidental Death & Dismemberment (AD&D)

Provides accidental death or certain bodily injuries, which occur as a result of a covered accident, benefits for you and your dependents.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/add>



## Short/Long-Term Disability Options

Provides income protection if you become disabled due to illness or a non-occupational injury.  
<https://utsystem.edu/offices/employee-benefits/insurance-0/disability-insurance>

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## Retirement Programs

UTSA's principle retirement plan is the Teacher Retirement System of Texas (TRS). Some employees may be eligible to elect the Optional Retirement Plan (ORP) based on their job title and FTE.  
<https://utsystem.edu/offices/employee-benefits/ut-retirement-program>



## Voluntary Retirement Programs

UTSA offers two voluntary retirement plans: the UT Saver Tax Sheltered Annuity program (403b) and Deferred Compensation plan (457b). These plans allow you to set aside a portion of your salary on a tax-deferred basis from an authorized financial institution with a Roth after-tax option also available.  
<https://utsystem.edu/offices/employee-benefits/ut-retirement-program/voluntary-retirement-programs>



## Vacation, Sick and Leave Pools

As a state agency, UTSA provides paid vacation, sick leave and more.  
<https://www.utsa.edu/people-excellence/current-employees/time-and-leave/>



## Paid Holidays

In addition to vacation and sick leave accruals, UTSA observes several holidays throughout the year.  
<https://www.utsa.edu/people-excellence/current-employees/time-and-leave/utsa-holidays.html>



## Workplace Injury (Workers' Compensation Insurance WCI)

Designed to provide medical benefits and, in some cases, financial payments if you suffer a work-related injury or occupational illness.  
<https://www.utsa.edu/people-excellence/current-employees/workplace-injury.html>



## American with Disabilities Act (ADA)

UTSA is dedicated to creating an educational and working environment that offers equal opportunities to all members of our community. We comply with all federal and state laws. UTSA strictly prohibits discrimination based on disability in all aspects of the application process and the employment relationship.  
<https://www.utsa.edu/people-excellence/careers/applicant-resources-information/disability-accommodation.html>



## Family Medical Leave Act (FMLA)

UTSA provides up to 12 weeks of unpaid, job-protected leave to eligible employees, who worked a period of 12 months and 1250 hours during the year preceding the start of the leave, for specified family and medical reasons. FMLA may be used continuously, intermittently and/or as a reduced schedule. It runs concurrently with available paid leave, short-term and long-term disability, and worker's compensation.  
<https://www.utsa.edu/people-excellence/current-employees/time-and-leave/fmla.html>



## Employee Success Center

UTSA is committed to supporting YOU through a variety of resources, both virtual and in-person. These include wellness programs, professional development opportunities, and a range of employee perks such as Awards & Recognition, the Employee Assistance Program (EAP), the Employee Discount Program (EDP), and the Employee Educational Benefit (EEB).  
<https://www.utsa.edu/people-excellence/employee-success-center/>



## Campus Recreation

Employees can opt for a membership at Campus Rec, which offers variety of facilities and programs.  
<https://campusrec.utsa.edu/>



## UTSA Libraries

Employees have access to the services provided by the on-campus libraries.  
<https://lib.utsa.edu/services/faculty>



## Employee Dining Plans

Employees can purchase a dining plan to take advantage of discounted rates at the Roadrunner Café.  
<https://www.utsa.edu/campuservices/dining/employee-dining-plans.html>



## Texas Tuition Promise Fund

Designed to help families and individuals prepay for future tuition and required fees at most Texas public colleges or universities,  
<https://www.texastuitionpromisefund.com/>