

FACT SHEET

Adjunct Faculty Benefits



BENEFIT	EXPLANATION	WHO PAYS?
MEDICAL + \$5,000 Basic Life Insurance	Employee elects one of two medical plans: <i>HealthSelect</i> <i>Scott & White</i> • effective first of the following month after 90 days of employment	Employee pays premium.
DENTAL	Employee elects one of two dental plans: <i>Humana DHMO</i> <i>Dental Choice (Humana PPO)</i>	Employee pays premium.
OPTIONAL LIFE INSURANCE	<i>Minnesota Life</i> May elect 1 x or 2 x annual salary (within 30 days of hire). Employee must provide Evidence of Insurability (EOI) for 3 x & 4 x annual salary.	Employee pays for 1, 2, 3, or 4 x annual salary. (Premium based on age and salary)
LONG TERM DISABILITY (LTD)	<i>Dearborn National</i> Provides income protection up to age 65 if totally disabled (on the job or off the job).	Employee pays LTD premium.
DEPENDENT LIFE INSURANCE	<i>Minnesota Life</i> \$5,000 per eligible dependent	Employee pays premium monthly.
ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)	<i>Minnesota Life</i> Provides insurance protection due to accidental death or dismemberment.	Employee pays for AD&D.
SHORT TERM DISABILITY (STD)	<i>Dearborn National</i> Pays a monthly benefit for up to 5 months.	Employee pays STD premium.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	<i>Deer Oaks</i> Short-term counseling (8 sessions) for employee or family for personal and work-related issues.	ACC pays employee premium for 8 sessions per year.

Eligibility for Group Insurance Benefits (Adjunct)

ACC Adjunct faculty must meet the following to qualify:

- Due to legislation that occurred during the 78th Regular Legislature (SB 1370), Adjunct faculty who meet the specific criteria outlined in the [Texas Insurance Code, Section 1551.1021](#) can elect to participate in the State's Group Benefits Program (GBP) under the Employees Retirement System of Texas (ERS).
- Special enrollment sessions will be conducted for eligible Adjunct faculty and all selected coverage will be effective September 1 thru August 31.
- The cost for selected coverage will be paid by the employee based on the ACC Board decision to not fund the program.

BENEFIT	APPLICABLE TO	EXPLANATION	WHO PAYS?
TEXFLEX DEPENDENT CARE REIMBURSEMENT ACCOUNT	All applicable employees	TexFlex is a Flexible Spending Account (FSA) that lets you pay for eligible out-of-pocket dependent day care expenses tax free.	Employee pays.
TEXFLEX HEALTH CARE REIMBURSEMENT ACCOUNT	All applicable employees	TexFlex is a Flexible Spending Account (FSA) that lets you pay for eligible out-of-pocket healthcare expenses tax free.	Employee pays.
RETIREMENT PLAN	Adjunct	Austin Community College Money Purchase Plan (ACCMPP).*	ACCMPP: Employee pays 6% ACC matches at 1.5%
TAX SHELTERED ANNUITY (TSA 403b)	All employees	A tax-deferred supplemental retirement plan expressly granted by Congress [IRS Code Section 403(b)].	Employee pays.
457 DEFERRED COMPENSATION (457)	All employees	A tax-deferred compensation expressly granted by Congress [IRS Code Section 457].	Employee pays.
TUITION VOUCHERS	Adjunct	Three vouchers at ACC per academic year after 180 days of employment.	ACC pays.
WORKERS' COMPENSATION	All employees	Covered by provisions of State Workers' Compensation law.	ACC pays.

* The following adjunct employees are exempt from contributing to the ACCMPP:

- Employees currently contributing to Teacher Retirement System of Texas (TRS)
- Employees currently contributing to or vested in Optional Retirement Program (ORP)
- Employees receiving retirement benefits from TRS or ORP

NOTE: ACC does not participate in Social Security.

This outline of benefits is a general description of benefits offered and does not imply that benefits are available to all positions. For further information, contact Human Resources - Benefits, Austin Community College at (512) 223.7617. The college reserves the right to change these benefits at any time with or without employee notification.