

Education Service Center, Region 20

Benefits Eligibility Guidelines

Benefit*	Full-time, 12-month, 37.5 hrs/wk	Full-time, less than 12 month, 37.5 hrs/wk	Part-time, fixed rate (% salaried). Professional only, >18.75 hrs/week	Part-time, >18.75 hrs/week	Irregular-schedule positions, AE part-time & Migrant Tutors part-time	Temporary (working less than 4.5 months)	Retirees, based on number of hours working
Health Care. Active, contributing TRS member or working 10 or more hours per week. CRD Local.	X	X	X	X	X (10+ hours/week)	X (10+ hours/week)	
Supplemental Compensation , if eligible, available upon first completed calendar month employed. CRD Local. FT = \$500/yr; PT = \$250/yr	X	X	X	X			
Flexible Benefit Cafeteria Plan - Supplemental benefits, Flexible Spending Account, Dependent Care Assistance Program; Employee paid, CRD Legal	X	X	X	X			X
Life Insurance , \$20,000 ESC-20 paid, CRD Legal	X	X	X	X			X
TRS Long Term Care , Available through TRS. Employee paid, CRD Local. Eligible to all TRS members	X	X	X	X	X		X
403(b)/457(b) Tax-Sheltered Account , Employee Paid, CRD Legal	X	X	X	X	X	X	X
Paid Leave-Holidays , DEB Leaves/Absences	X	X	X				X (% salaried)
Paid Leave-Family Leave , DEB Leave/Absences	X	X					Full-time only
Paid Leave-Vacation , DEB Leaves/Absences	X						Full-time only
Paid Leave-State Personal Leave , DEB Leaves & Absences. ALL State Personal Leave is dependent on hours worked and/or if working in ISD	X	X	X	X			X
Sick Leave Bank , Available after 1 yr employment; max 20 days, DEB Leaves/Absences	X						Full-time only
Family & Medical Leave , Available after 1 year employment and at least 1,250 hours over the previous 12 months & other criteria, DEB Leaves/Absences.	X	X	X	X	X	X	X
Social Security - ESC-20 matching employee contribution 7.65%, CFAA Legal	X	X	X	X	X	X	X
Teacher Retirement System (TRS) : 7.7% employee contribution, .65% employee contribution to TRS Care. 6.8% State contribution. Exception: TRS Retirees, temporary unless w/ISD	X	X	X	X	X, current members	X, current members	
Workers' Compensation , CRE 5.5.1	X	X	X	X	X	X	X

*Benefits and eligibility criteria may change at any time and this document is meant to be a general guideline. All benefits are based on meeting eligibility criteria. Failure to return required paperwork or report changes to the Center may result in waiver of benefits. Updated 1/2018.