



‘Lift & Shift’ Benefits Changes

for Academic Graduate Student (AGS) Employees and
Faculty with Nine-Month Assignments

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INSURANCE COVERAGE



Summer 2024

- No insurance changes.
- Summer insurance notifications will be sent as usual in April.
- [Summer Insurance Eligibility](#) (AGS Employees)
- [Summer Coverage for Faculty](#)



Summer 2025 & Beyond

- Faculty Council presented with two options for pre-payment of summer insurance premiums that exclude pre-payment on 6/1 paycheck, due to partial pay for May 1 – May 15.
 - Option 1: Pre-payment on 3/1, 4/1, and 5/1 Paychecks with Double Deductions
 - Option 2: Pre-payment on 5/1 Paycheck with Quadruple Deductions
- There will be no option to cancel pre-payment, except for resignation or retirement.
- Selected option will be shared with faculty in March.



Beginning Fall 2024

- Insurance coverage dates will change for new benefits eligible academic graduate student employees and faculty with nine-month assignments.
 - Fall coverage begins 8/16 instead of 9/1
 - Spring coverage begins 1/1 instead of 1/16
 - Spring coverage currently only begins 1/1 for AGS employees enrolled in AcademicBlue Student Health Insurance Plan (SHIP).



Beginning Fall 2024

- Fall AcademicBlue SHIP coverage begins 8/1 for AGS employees.
 - Enrollment is retroactive.
 - Resolves the need for new AGS employees to purchase gap or early arrival AcademicBlue SHIP coverage for August.
 - International students will still be enrolled in early arrival coverage by Texas Global and the premium will be added to their tuition bill before they are enrolled in coverage as an AGS employee.
- Coverage dates and enrollment periods for voluntary and international AcademicBlue SHIP coverage are not changing.



Beginning Fall 2024

Semester	Benefits Eligible Employment Dates	Insurance Enrollment Period	Insurance Coverage Dates
Fall	8/16 – 12/31	8/16 – 9/15	AcademicBlue SHIP (AGS employees only): 8/1 – 12/31 UT SELECT Medical & Other Employee Plans: 8/16 – 12/31
Spring	1/1 - 5/15	1/1 – 1/31	1/1 – 5/31
Fall & Spring	8/16 – 5/15	8/16 – 9/15	AcademicBlue SHIP (AGS employees only): 8/1 – 5/31 UT SELECT Medical & Other Employee Plans: 8/16 – 5/31
Fall, Spring & Summer	8/16 – 8/15	8/16 – 9/15	AcademicBlue SHIP (AGS employees only): 8/1 – 8/31 UT SELECT Medical & Other Employee Plans: 8/16 – 8/31



Plan Year

- Remains 9/1 – 8/31 for all plans.
- Premiums may change 9/1.
 - Employees may see different premium sharing contributions and deductions on 9/1 vs. 10/1 payslips.
- Plan deductibles and maximums reset 9/1.
- Annual Enrollment for UT SELECT and other employee plans will remain July 15 – 31.
- Annual Enrollment for AcademicBlue SHIP will change from July 15 – October 1 to July 15 – September 15.
- Employees who start in August need to enroll twice for current and upcoming plan years.



OTHER BENEFITS CHANGES FOR FACULTY WITH NINE-MONTH ASSIGNMENTS



Mandatory Retirement Programs

- Teacher Retirement System (TRS) membership begins:
 - 8/16 for new fall faculty
 - 1/1 for new spring faculty
- Optional Retirement Program (ORP) 90-day enrollment period for new full-time faculty:
 - 8/16 – 11/13 for fall
 - 1/1 – 3/31 for spring



Retirement Service Credit

- Used to determine eligibility for TRS retirement and UT retiree insurance.
- Faculty only assigned for the fall semester may be impacted by retirement service credit rules.
- To earn a year of retirement service credit, TRS and ORP participants must have a minimum of **90 paid days** during each September 1 – August 31 plan year, except for the final year before retirement.
- Details now included on [Retirement Program Options](#) web page, under new Retirement Service Credit section.



Retirement Service Credit

For faculty only assigned for the fall semester.

Benefits Eligible Employment	Assignment Dates	Eligible Employment for September 1, 2024 – August 31, 2025 Plan Year	Retirement Service Credit for September 1, 2024 – August 31, 2025 Plan Year
Fall Semester Only	August 16 – December 31, 2024	September 1 – December 31, 2024	No credit due to fewer than 90 paid days, unless retiring December 31, 2024.
Subsequent Fall Semester	August 16 – December 31, 2025	August 16 – August 31, 2025	One year of credit, when combined with previous fall semester to earn 90 paid days.



Sick Time Off

- Will earn 10 or 13 months of accruals for first academic year, instead of 9 or 12 months.
- Will earn 10 or 12 months of accruals for each subsequent year.

Academic Year	Accrual Months with No Summer Assignment	Accrual Months with Benefits Eligible Summer Assignment
1 st Year	August – May (10 months)	August – August (13 months)
Subsequent Years	August – May (10 months)	September – August (12 months)



Holiday Pay

- New Year's Day shifts from the fall to the spring semester.
- Memorial Day shifts from the spring to the summer semester.
- Independence Day shifts from the first summer session to the second summer session.



Resources

- askUS (Knowledge Base)
 - [Faculty and Graduate Student Worker Appointment Date Changes](#)
 - Faculty Benefits Document will be added by March
- [Academic Graduate Student Employee Insurance Options](#) web page