

2023 ESC Region 13 Benefits



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Table of Contents

| | |
|--------------------------------|---|
| Welcome | 1 |
| TRS & Insurance Benefits | 2 |
| Leave & Vacation | 3 |
| Health & Wellness | 4 |
| Employee Perks | 5 |
| On-Site Amenities | 6 |
| 2023-2024 Calendar..... | 7 |

Welcome to ESC Region 13!

Looking for a job that will positively affect education in Texas? Join us to work hard with highly motivated teams of talented people and great teammates. Education Service Center Region 13 is one of twenty service centers that serve Texas' educational needs. We are a nonregulatory agency; our relationship with school districts is collaborative and supportive. Our purpose is to aid teachers and administrators in their role as educators of our children. We serve as a liaison between the Texas Education Agency and the local school districts and the schools they serve by disseminating information and conducting training and consultation for both federal and state programs.



Our Mission

To foster collaborative leadership and provide quality products and services that ensure student success and operational efficiency.



Our Vision

Region 13 will positively affect the future by leading educational innovation.



Our Core Values

Service, Integrity, Excellence,
Innovation, Client-Centered &
Student-Focused



TRS & Insurance Benefits



Texas Retirement System (TRS)

ESC 13 employees are under the same retirement plan as all Texas public schools, the Texas Retirement System (TRS). Teachers will have access to defined-benefit pension plans. Through the state's Teacher Retirement System, teachers can access the retirement plans offered to them by the state.



Health Insurance

Region 13 offers comprehensive health plan options, including vision and dental. Those who wish to participate in Texas Retirement System Region 13 contribute \$619 per month to your health insurance. Most of the benefits offered by ESC 13 are administered by Financial Benefits Service (FBS). Team Members may choose benefits we offer,

including Blue Cross Blue Shield, Scott & White, Superior Vision, Cigna Dental, Telehealth, Caremark, Disability, Basic Life, Optional and Voluntary Life, Accidental Death & Dismemberment, Supplemental Cancer Insurance, Health Savings Account (HSA), Healthcare Flexible Spending Account (FSA), and Dependent Care Flexible Spending Account.



Team members who opt out of health insurance can still receive \$247 per month for dental, vision, telehealth, and/or employer match to a TCG Retirement account.

The TCG offers a vesting plan so that after 5 years, employees will be entitled to the entire amount accrued, including the employer-matching funds.

Employees receive \$50,000 group term life insurance; ESC 13 pays the monthly premium.

Leave & Vacation



Region 13 understands for employees to be successful they need to have a good work/home balance, and that there are times when team members just need to take off. We all work best when we are energized and refreshed. That is why Region 13 employees are provided up to 22 days a year for leave.

Local Personal Leave (40 hours per fiscal year)

Local Personal Leave days are credited to the employee at the beginning of the fiscal year or date of employment for new hires and are available for immediate use in compliance with policy and regulation. All employees earn 40 hours of local personal leave per fiscal year, earned at one-half workday per month up to ten months.

State Personal Leave (40 hours per fiscal year)

State Personal Leave days are credited to the employee at the beginning of the fiscal year or date of employment for new hires and are available for immediate use. For purposes of this regulation, the fiscal year runs from September 1 to August 31.

Vacation Leave (96 hours per fiscal year)

Vacation Days are credited to the employee at the beginning of fiscal year or date of employment for new hires and are available for immediate use. Employees will accrue vacation at the rate of the percentage of employment. Employees shall earn vacation leave, at the rate of one workday for each full calendar month, up to a maximum of 12 workdays in a fiscal year. An employee may carryover 10 days of vacation (remaining unused days are deposited in the employee's personal FMLA account).



Health & Wellness



Employees' Assistance Program

ESC 13 partners with Alliance Work Partners (AWP) to provide employees and their households with valuable, confidential services at no added cost.

Services include:

- **Counseling:** short term, solution focused sessions with an experienced, local provider
- **Law Access:** legal and financial services provided by a professional specializing in your area of concern; available online as a library of helpful forms and tools
- **Help Net:** online assessments, skill-building tools and other curated resources
- **Work Life:** resources and referrals for everyday needs; available by telephone
- **HealthCode:** monthly virtual activity events to support employees and families



Camp Gladiator

10% off any CG Bold Membership. Bold Campers receive the lowest Camp pricing and exclusive rewards for their loyalty. Employees can choose from several membership options, depending on work out preferences. CG offers all-inclusive BOLD+ Memberships (outdoor, online, and on-demand access) or Virtual BOLD Memberships (online live and on-demand access). Camp Gladiator's BOLD membership also offers five loyalty levels that allow Campers to earn rewards.

Gold's Gym

ESC 13 offers discounted Gold's Gym memberships to employees and their families. Gold's Gym offers access to weight and strength training areas, a wide selection of free weights, cardio equipment, resistance machines, group exercise classes, GOLD'S STUDIO® and Group Cycle offerings – plus a team of certified Personal Trainers ready to support and motivate members.



Health Coaching

Profile by Stanford offers discounts for weight loss and health coaching available. Profile is a weight loss program rooted in science and research. It is a comprehensive program designed to set in the industry standard for how nutrition, activity and lifestyle coaching is delivered.

Employee Perks



Public Service Loan Forgiveness Qualifying Entity

ESC 13 is a qualifying employer for the Public Service Loan Forgiveness Program. For more information, please visit [StudentAid.gov](https://studentaid.gov).



Notary Services

Certain documents must be notarized in order to have legal effect. Types of documents that may require notarization: Wills, Trusts, Deeds, Contracts, Affidavits, etc.



Car Rentals

Enterprise offers discounted rates for personal rental.



Cell Phone Discounts

Discounts vary per provider. Contact your cell phone carrier for participation details.



Software Discounts

Discounted pricing on technology products, Microsoft Select Agreement Software, Apple education pricing.



LegalShield

Employees who elect to pay for LegalShield program have access to professional legal counsel not only for traditional legal problems, but for everyday events including but not limited to the following:

- buying a house or car
- creating a will
- resolving a problem with an insurance company
- dealing with identity theft

On-Site Amenities



General Amenities

On-site amenities include: free coffee, covered parking, cafe serving breakfast and lunch (at a reduced cost), onsite massage (at a reduced cost), massage chairs, walking trails, and on-site ATM.



The Grill at ESC Region 13

Located on the lower level of the Administration building, The Grill offers a selection of grab-and-go and hot menu items prepared fresh daily. Open daily 8:00 – 9:00am and 11:00am – 1:00pm.



Flexible Working Environment

Team members are able to take advantage of our flexible working environment. Team members have the ability to work in different indoor and outdoor locations, including team meeting rooms, individual work pods, and outdoor seating areas.



2023-2024 Calendar

Team members work 232 days over 12 months or 193 days over 10 months, depending on their position. In addition to the center-wide events we also hold monthly activities including potlucks, outdoor events, and team-building exercises.



Center Closed

Labor Day: September 4, 2023

Thanksgiving Holiday: November 22-24, 2023

Winter Break: December 18, 2023-January 1, 2024

Spring Break: March 11-15, 2024 or March 18-22, 2024

Memorial Day: May 27, 2024

Summer Break: July 1-5, 2024

Fridays in July: July 12, 19, and 26, 2024 (note: these will be worked only if the ESC has a bad weather makeup day)



Center-Wide Events

September 8, 2023: Center Connections, Planning, & Learning

November 20-21, 2023: Records Management

December 8, 2023: Center Connections and Annual Employee Celebration

February 9, 2024: Center Planning

March 8, 2024: Center Connections, Planning, & Learning

June 7, 2024: Center Connections, Planning, & Learning





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