



UNIVERSITY OF
MARY HARDIN-BAYLOR

2026 Summary of Benefits

These benefits apply to full-time faculty and staff. Benefits begin on first day of employment unless otherwise noted.

MEDICAL INSURANCE			With \$100 per month Wellness discount	
	Monthly Rate	Per Pay Period	Monthly Rate	Per Pay Period
Employee Only	\$286	\$143.00	\$186	\$93.00
Employee & Spouse	\$286 + \$616 = \$902	\$451.00	\$186 + \$616 = \$802	\$401.00
Employee & Child(ren)	\$286 + \$401 = \$687	\$343.50	\$186 + \$401 = \$587	\$293.50
Employee & Family	\$286 + \$743 = \$1,029	\$514.50	\$186 + \$743 = \$929	\$464.50

DENTAL INSURANCE - UMHB provides free dental insurance for employees. Employees can choose from two available dental plan options. Dependents may be added at the employee's expense.

Dependent Monthly Rates:

Spouse - \$35.11 Child(ren) - \$53.10 Family - \$94.56

LIFE INSURANCE - UMHB provides a free life insurance policy for full time employees. Additionally, supplemental life insurance is available at initial employment.

LONG-TERM DISABILITY INSURANCE - UMHB provides free long-term disability insurance that replaces a portion of salary while employee is disabled.

FLEXIBLE SPENDING - Employees can set aside pre-tax dollars from their wages to pay for eligible medical and/or dependent care expenses. "Benny" cards are provided with this plan.

VISION INSURANCE - Vision Insurance includes an annual vision exam and covers either glasses (lenses/frames) or contact lenses up to a limited dollar amount.

Monthly Rates:

Employee Only	\$ 7.72
Employee + Spouse	\$15.44
Employee + Child(ren)	\$13.24
Employee + Family	\$20.96

EMPLOYEE ASSISTANCE PROGRAM ("EAP") - Free confidential counseling is provided through Deer Oaks EAP to assist employees with emotional, financial, stress, family, relational, and/or legal issues.

403 (b) RETIREMENT PROGRAM - Employees can set aside pre-tax dollars from their wages to save for retirement. UMHB matches your contribution \$1 for \$1 up to 10% of your base salary per pay period (only if/when you contribute).

TUITION REMISSION - Employees, spouses and eligible dependents may apply for 100% UMHB undergraduate tuition remission and 50% graduate tuition remission. Books, living expenses, fees, and supplies are the responsibility of the student.

HOLIDAYS - Approximately 23 paid holidays per year.

VACATION - (Applies to full-time staff & 12-month faculty)

Staff: 80 hours awarded on anniversary date. On year 5, benefit increases to 120 hours. 12-Month Faculty: 80 hours awarded on June 1 each year after initial hire. On year 5, benefit increases to 120 hours.

SICK LEAVE - Paid sick leave is accrued at 8 hours per month (awarded on the 1st day of each month following hire date) to a maximum of 320 hours. Sick leave has no cash value upon separation of employment.

UMHB FACILITY AND EVENT ADMISSION - Employees and their dependents have free access to certain UMHB facilities, including the library and Mayborn Campus fitness center and pool. Free admission and/or discounted tickets are available for many campus events.

CAMPUS STORE DISCOUNT - Discounts are available to employees and their dependents.

All benefits and rates shown are subject to change