



# Summary of Employee Benefits (Retirement)

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## Optional Retirement Plan (ORP)

**Eligibility** All faculty members shall be eligible and have the opportunity to participate in the optional retirement program, subject to such rules as may be prescribed by the Coordinating Board.

1. A member of the faculty whose duties include teaching or research.
2. An administrator responsible for teaching and research faculty.
3. A professional librarian, a chancellor, a vice-chancellor, a president, a vice-president, or other professional staff person who is generally and customarily recruited by advertising in national publications, such as the Chronicle of Higher Education or in newsletters of national professional associations or at meetings of such associations. In addition, each administrative or professional position must be at a salary rate equivalent to the rate for faculty for the institution.

**Benefits** Allows an eligible employee to control his/her retirement investment. Vested first day following one year of employment. Investments not taxed until retirement.

**Accrual** A faculty member may exercise the option to participate in the optional retirement program only once. Election to participate in the optional retirement program must be made before the ninety-first day after becoming eligible. This election is a one-time, irrevocable decision between two distinct plans.

A faculty member who fails to elect the ORP during the 90-day period shall remain in the Teacher Retirement System for the remainder of employment in Texas higher public education.

**Cost to Employee** Employee and state contribution rates (currently 6.65% employee / 6.6% state) are established each by Texas Legislature and may fluctuate.

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