

**SUMMARY OF FACULTY BENEFITS**

**EMPLOYER-PROVIDED BENEFITS**

**Health Insurance**

The University provides group medical, prescription, dental, and vision coverage to full-time administrative staff employees. Coverage is effective on the date of hire, provided proper enrollment procedures are completed. The University also permits, under certain conditions, employees to choose between participating under the University's group health insurance program or waiving the coverage.

**Faculty Healthcare Contributions**

	Annually		18 Pays		24 Pays	
	PPO	HDHP	PPO	HDHP	PPO	HDHP
Employee	\$1,580.11	\$767.49	\$87.78	\$42.64	\$65.84	\$31.98
Employee + Child(ren)	\$3,431.14	\$1,822.80	\$190.62	\$101.27	\$142.96	\$75.95
Employee + Spouse	\$4,266.35	\$2,417.57	\$237.02	\$134.31	\$177.76	\$100.73
Family	\$7,900.97	\$5,036.87	\$438.94	\$279.87	\$329.21	\$209.87

*An overview of the healthcare plan will be provided during an individual's benefit orientation*

**Basic Life/AD&D Insurance**

The University provides a Basic Life Insurance policy for all full-time faculty members in the amount of \$50,000. The coverage is effective on the date of hire, provided proper enrollment procedures are complete and employee is actively-at-work.

**State Teachers Retirement System (STRS) or Alternative Retirement Plan (ARP)**

University employment is not covered under Social Security. Rather, full-time faculty have the choice between electing a retirement plan through the state-sponsored State Teachers Retirement System (STRS) or an Alternative Retirement Plan (ARP) which is administered by private investment companies. Contributions to the STRS or an ARP are mandatory at the present time. There is a 120-day election period to enroll. Current vendors approved by the State Department of Insurance for the ARP are AXA Equitable, AIG Retirement Services, TIAA, and Voya (subject to change). Current employee and employer contribution rates are shown below.

As of 7/1/17	STRS State Retirement	Alternative Retirement Plan
<b>Employee Contribution</b>	14.00%	14.00%
<b>SSU Retirement Contribution</b>	14.00%	9.53%
<b>STRS Unfunded Liability</b>		4.47%

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## **VOLUNTARY BENEFITS**

### **Supplemental Retirement Annuities**

Employees can set aside additional retirement savings on a pre or post tax basis through a qualified Annuity (403(b) plan) or Deferred Compensation (457b) plan. Voluntary contributions are payroll deducted. Interested employees must sign a Salary Reduction Agreement and contact one of the following vendors:

<b>403(b) Plan</b>	AIG Retirement Services	VOYA
	AXA-Equitable	TIAA
<b>457 Plan</b>	AIG Retirement Services	VOYA
	AXA-Equitable	TIAA
	Ohio Deferred Compensation	

### **Health Savings Account**

The health savings account (HSA) is available to employees who elect the High Deductible Health Plan (PPO with HSA option). The money in this account is tax exempt, belongs to you and can be used to pay or reimburse for certain medical expenses. Shawnee State will make an employer contribution into the HSA account for all employee groups as follows: \$500 for employees with Single coverage, \$800 for employees with Employee +1 coverage, and \$1000 for employees with Family coverage.

### **Flexible Spending Account**

This voluntary benefit allows employees who elect the PPO Plan to set aside money on a tax-free basis to be used for out-of-pocket medical expenses. Enrollment is offered upon hire or during an annual Open Enrollment period. Limited purpose (LPFSA) and Dependent Care flexible spending (DCFSA) accounts are also offered to employees who elected the HDHP plan.

### **Long-Term Disability**

Long-term Disability Insurance is available and premiums are payroll deducted. Employees can choose between four plans (varying between benefit duration and elimination periods). Premium is based upon the employee's age and the plan type selected. This coverage is offered through Unum.

### **Voluntary Life Insurance**

Additional life insurance coverage is available for full-time employees, spouses and eligible dependents. These voluntary life insurance policies are available via payroll deduction through Securian Life Insurance Company. They offer a guaranteed issue policy (up to \$150,000) for the employee if enrolled within the first 30 days of employment. These policies are renewable term life policies with an annual \$50,000 guaranteed increase benefit option. Premium is based upon amount of coverage and age.

\*Annual open enrollment periods are provided. However, it is important that you know if you decline coverage within your first 30 days of employment you will be required to provide evidence of insurability in order to apply for coverage during future annual open enrollment periods. Other restrictions will apply as well.

### **Whole Life, Accident, Critical Illness/Cancer**

Whole life insurance, accident, critical illness/cancer coverage is available for employees, spouses, and eligible dependents. These voluntary policies are available via payroll deduction through ManhattanLife.

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## **LEAVE BENEFITS**

### **Sick Leave**

Upon employment, a minimum balance of 120 sick leave hours is available for use throughout the academic year. Each year thereafter sick leave is accrued at 4.62 hours each pay period. Under certain conditions, a faculty member may transfer sick leave hours to SSU. Employees may transfer into his/her University sick leave account any accumulated, documented, and verified sick leave balance that has been accumulated in the public service in the State of Ohio, provided that his/her re-employment takes place within ten (10) years of the date on which the employee was last terminated from public service.

### **Personal leave**

Two (2) personal days per academic year are permitted.

### **Paid Holidays**

The following are designated University holidays: Year's Day, Martin Luther King Day, President's Day\*, Memorial Day, Independence Day, Labor Day, Columbus Day\*, Veterans Day, Thanksgiving Day, Christmas Day. *The two holidays marked with an asterisk (\*) on the list will be observed on the Friday after Thanksgiving and on the day before Christmas Day.*

The University is also closed for Winter break each year from December 26 through December 31.

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## **ADDITIONAL BENEFITS**

### **Tuition Waiver**

The University provides tuition waivers to employees, their spouses and dependent children (24 years of age or younger). Employees may take up to two courses not to exceed 6 credit hours per semester. Spouses and children have a maximum allowance of 160 credit hours. Enrollment follows our regular registration process that is available to the general student body. Eligible expenses include instructional, general, technology, and applicable out of state fees.

### **Off-Campus Development**

The University encourages continued professional development at approved educational institutions, conferences, professional society seminars, or foundation-sponsored programs. Reimbursement is based on the provisions of the current faculty labor agreement.

### **Athletic center**

Membership to the Sports Center is FREE for permanent full and part time employees, as well as their immediate family members. (Spouse and dependent children 14 years and older)

### **Health Clinic**

Employees may utilize the University Health Clinic as needed for the payment of \$20 per visit. These payments will be processed through payroll deduction and employees will be required to complete a payroll deduction authorization form at the time the services are rendered.

### **Library**

Our Library is available to you and your family members during their normal operating hours.

### **Parking**

Off-street parking and/or designated faculty & staff parking is free at the present time. Entrance to the faculty & staff parking lot is on Bond Street (next to Massie Hall & the

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Advanced Technology Center). A key card to access the restricted faculty and staff parking lot can be obtained in the Human Resources Office.

**Direct Deposit/PayCard**

University employees are paid on a biweekly basis. For your convenience, you may have your paycheck direct deposited to any bank of your choice or you may have your pay deposited to the U.S. Bank PayCard.

**Safety & Security**

For campus safety and security information please refer to [www.shawnee.edu](http://www.shawnee.edu). Under Offices, select Public Safety. Under Important Links, located on the left side of the page, click “Campus Security and Fire Safety Report (PDF).”

**For Benefit Related Questions, please contact:**

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