

**Benefits for Full-Time Regular 9-Month Faculty**

<b><u>Benefit</u></b>	<b><u>Eligibility</u></b>	<b><u>Benefit</u></b>	<b><u>Colleague Contribution</u></b>
<u>Health Insurance</u>	1 <sup>st</sup> of the month following a 30-day waiting period	See additional materials	See Rate Sheet
<u>Dental Insurance</u>	1 <sup>st</sup> of the month following a 30-day waiting period	See additional materials	See Rate Sheet
<u>Flexible Spending Accounts</u>	1 <sup>st</sup> of the month following a 30-day waiting period	See additional materials	
<u>University Holidays</u>	Immediate	14 days designated on the University calendar	
<u>Salary Continuation</u>	91 <sup>st</sup> day following date of hire	<ul style="list-style-type: none"> <li>Based on length of service to the University</li> </ul>	N/A
<u>Long Term Disability Insurance</u>	91 <sup>st</sup> day following date of hire	<ul style="list-style-type: none"> <li>6-month elimination period</li> <li>60% income replacement</li> <li>Continued contributions to the Retirement Plan</li> </ul>	N/A
<u>Life Insurance</u>	1 <sup>st</sup> of the month following a 30-day waiting period	<ul style="list-style-type: none"> <li>2 times annual base salary up to \$500,000</li> <li>\$10,000 for a spouse</li> <li>\$6,000 for a dependent</li> </ul>	N/A
<u>403(b) Retirement Plan</u>	<ul style="list-style-type: none"> <li>After 1 year and age 25</li> <li>Required after 1 year and age 30</li> </ul>	See additional materials	See Contribution Scheduled
<u>Tuition Remission</u>	1 <sup>st</sup> full semester following first year anniversary of employment.	Colleague, Spouse, and Dependents	Normal University fees
<u>Parking</u>	Immediate based on availability through Campus Safety	Colleague only	\$36 per month
<u>Miscellaneous Benefits</u> Recreation & Wellness Center Gannon Bookstore Metz Dining Services Nash Library	<ul style="list-style-type: none"> <li>With presentation of valid Campus ID</li> <li>“ “ “</li> <li>“ “ “</li> <li>“ “ “</li> </ul>		<ul style="list-style-type: none"> <li>Campus ID available through Campus Police &amp; Safety Office</li> </ul>