



SUMMARY OF FACULTY BENEFITS

EMPLOYER-PROVIDED BENEFITS

Health Insurance

The University provides group health, prescription, dental, and vision coverage on permanent full-time employees. Coverage is effective on the date of hire, provided proper enrollment procedures are complete and employee is actively-at-work. *Refer to the attached Summary of Benefits for more details of the University's Health Insurance coverage.* The University also permits, under certain conditions, employees to choose between participating under the University's group health insurance program or waiving the coverage and receiving a monthly payment.

FACULTY HEALTH INSURANCE CONTRIBUTIONS

PPO Plan

Faculty Rates	Single Coverage		Employee +1 Coverage		Family Coverage	
	9-Month (18 pays)	Annual	9-Month (18 pays)	Annual	9-Month (18 pays)	Annual
	\$73	\$1314	\$146	\$2628	\$256	\$4608

High Deductible Health Plan (HDHP)

Faculty Rates	Single Coverage		Employee +1 Coverage		Family Coverage	
	9-Month (18 pays)	Annual	9-Month (18 pays)	Annual	9-Month (18 pays)	Annual
	\$14	\$252	\$28	\$504	\$50	\$900

Health Care Waiver Rates

Health Care Waiver	Single Coverage (HPPW)		Employee +1 Coverage (HPPW)		Family Coverage (HPPW)	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Faculty (12-Month)	\$150.00	\$1,800.00	\$200.00	\$2,400.00	\$250.00	\$3,000.00
Faculty (9-Month)	\$200.00	\$1,800.00	\$266.66	\$2,400.00	\$333.33	\$3,000.00

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

Life 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, Lincoln Financial Life, TIAA, VALIC, 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
Employee Contribution	14.00%	14.00%
SSU Retirement Contribution	14.00%	9.53%
STRS Unfunded Liability		4.47%

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.

Tuition Waiver

The University provides fee 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 Advanced Technology

DISCLAIMER: The above information is intended solely as a summary and should not be construed as a guarantee of a specific benefit. University provided benefits are subject to change according to appropriate labor agreement revisions, Board of Trustee policies, or legislative/regulatory changes in law.

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. Under Offices, select Public Safety. Under Important Links, located on the left side of the page, click "Campus Security and Fire Safety Report (PDF)."

VOLUNTARY BENEFITS

Supplemental

Retirement Annuities

Employees can set aside additional retirement savings through a qualified Annuity (403(b) plan) or Deferred Compensation (457) plan. Voluntary contributions are tax-deferred and payroll deducted. Interested employees must sign a Salary Reduction Agreement (designating the dollar amount or percentage of pay to be deducted) and contact one of the following vendors:

403(b) Plan	VALIC Ameriprise	VOYA (formerly ING) TIAA (formerly TIAA-Cref)
457 Plan	VALIC Ohio Public Employees Deferred Compensation Plan	

Health Savings Account

The health savings account (HSA) is available to employees who elect the High Deductible Health Plan. The money in this account is tax exempt, belongs to you and can be used to pay or reimburse for certain medical expenses. For 2018, Shawnee State will make an employer contribution into the HSA account for all employee groups as follows: \$650 for employees with Single coverage, \$1200 for employees with Employee +1 coverage, and \$1500 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.

Voluntary Life

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 Guardian 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. Premium is based upon amount of coverage and age.

DISCLAIMER: The above information is intended solely as a summary and should not be construed as a guarantee of a specific benefit. University provided benefits are subject to change according to appropriate labor agreement revisions, Board of Trustee policies, or legislative/regulatory changes in law.

- * 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 Humana.

DISCLAIMER: The above information is intended solely as a summary and should not be construed as a guarantee of a specific benefit. University provided benefits are subject to change according to appropriate labor agreement revisions, Board of Trustee policies, or legislative/regulatory changes in law.