



SUMMARY OF FACULTY BENEFITS

EMPLOYER-PROVIDED BENEFITS

Health Insurance

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

Faculty Healthcare Contributions

Medical - PPO			
	Annually	18 Pays	24 Pays
Employee	\$1,750.09	\$97.23	\$72.92
Employee + Child(ren)	\$3,800.26	\$211.13	\$158.34
Employee + Spouse	\$4,725.30	\$262.52	\$196.89
Family	\$8,750.90	\$486.16	\$364.62

Medical - HDHP			
	Annually	18 Pays	24 Pays
Employee	\$850.06	\$47.23	\$35.42
Employee + Child(ren)	\$2,018.88	\$112.16	\$84.12
Employee + Spouse	\$2,677.65	\$148.76	\$111.57
Family	\$5,578.72	\$309.93	\$232.45

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 the 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 present. 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
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 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)

Parking

On-campus parking for faculty & staff parking is available for \$150 per year, including reserved parking. This can be paid as a lump sum one-time payment or set up through payroll deduction. An employee can opt-out and park off campus. Parking permits may be obtained from the Department of Public Safety by completing the Parking Permit Election Form at [University Parking Regulations | Shawnee State](#).

Direct Deposit/PayCard

University employees are paid on a biweekly basis. Paychecks are direct deposited to any bank of your choice or you may have your pay deposited to the U.S. Bank PayCard offered in Human Resources.

Safety & Security

For campus safety and security information please refer to www.shawnee.edu. Under Offices, select Public Safety. Important Links are located here, such as Security and Fire Safety Report, Emergency Contact Information, Swipe Card Access and CSA Clery information.

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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:

403(b) Plan	Corebridge/Valic AXA-Equitable	VOYA TIAA
457 Plan	Corebridge/Valic AXA-Equitable Ohio Deferred Compensation	VOYA TIAA

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. For 2020, 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 on the employee's age and the plan type selected. This coverage is offered through Unum.

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 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 the 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.

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**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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