



## **EMPLOYEE BENEFITS SUMMARY**

### **Full-Time Staff (Exempt & Non-Exempt)**

#### **Benefits Provided at no cost – 1<sup>st</sup> of mo. After 30 days of employment**

- Basic Life & AD&D- Up to \$50,000
- Long Term Disability – 60% of pay; maximum \$6,000/mo.; benefits begin after 90 days

#### **Health Insurance**

Available 30 days from hire on the following first day of the month

- **Medical – Cigna Health Insurance** – 4 plans available - STU contributes portion for employee coverage
- **Dental- Cigna - 2 Plans Available**
  - PPO Plan – Voluntary
  - HMO Plan – 100% paid by STU for employee & dependents
- **Vision – Cigna** - Voluntary

#### **Other**

- Flexible Spending – Health & Dependent care
- Legal Plans
- Additional Life & AD&D – available in increments of \$50K up to a maximum of \$1M.
- Dependent Life for children & spouse
- Short-Term Disability
- AFLAC Supplemental
- Enhanced Long Term Disability Ins. – payable after 60 days

#### **Vacation for Staff**

15 days per year

#### **Sick time**

12 days per year

## **Holidays**

New Year's Day, Martin Luther King's Birthday, Presidents' Day, Holy Thursday, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, STU Founder's Day (celebrated the day before Thanksgiving), the day after Thanksgiving, Christmas Eve, Christmas, New Year's Eve.

Other Time Off Available

Maternity/Paternity – 3 weeks paid leave

Bereavement – 3 days

**403(b) Retirement Programs** – available 1<sup>st</sup> of mo. After 30 days of employment – 100% immediate vesting

Choice of 403 B Plans offered by: VALIC and TIAA

- 4% University contribution provided employee also contributes a minimum of 4% of salary through payroll deductions