



EMPLOYEE BENEFITS SUMMARY

President's Cabinet & Academic Deans

Benefits Provided at no cost – 1st 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
- 529 College Savings Program
- AFLAC Supplemental
- Enhanced Long Term Disability Ins. – payable after 60 days

Vacation for Administrative Staff

20 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, and the week between Christmas Eve and New Year's Day.

Other Time Off Available

Maternity/Paternity Leave – 3 weeks paid leave

Bereavement – 3 days

403(b) Retirement Programs – available 1st 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