

## **Benefits Available For Full-Time Employees East Texas Baptist University**

### **Insurance Benefits Paid By ETBU:**

Life Insurance	Coverage is for four times the annual salary to a maximum of \$500,000. This amount doubles if death results from an accident.
Long Term Disability Insurance	This plan has a 180 day elimination period and a monthly benefit of 60% of monthly earnings to a maximum benefit of \$9,000 per month.
Short Term Disability Insurance	This plan has a 30 day elimination period and a weekly benefit of 60% of weekly earnings to a maximum benefit of \$1,000 per week.
Long-Term Care Coverage	ETBU pays for the employee to have the base plan. The employee may choose to upgrade to a different plan, add options to the plan, or apply for spouse coverage.
Medical Insurance	ETBU pays approximately \$600 per month into the benefit plan for each full-time employee. If the employee chooses medical coverage, the employee has to pay a monthly premium based on the coverage selected.
Worker's Compensation Insurance	This insurance covers accidental injuries and occupational diseases which arise during the course of employment.

### **Insurance Options Available:**

Medical Insurance Options	The employee may choose from two deductibles: \$1,000 or \$1,500. Dependents may be added to the coverage.
Dental Insurance	The employee may have single coverage or add dependents.
Voluntary Life Insurance/AD&D	The employee may apply for coverage for employee only or for employee and dependents.
Supplemental Insurance	The employee may choose from three plans offered by Guardian including Critical Illness, Cancer, and/or an Accident policy. The employee may apply for individual coverage or family coverage.
Flex-Med Account	This is a cafeteria plan reimbursement account for medical, dental or vision expenses.
Flex-Care Account	This is a cafeteria plan reimbursement account for child care expenses.
Vision Plan	The employee may apply for coverage for employee only or for employee and dependents.

IRS Section 125 Plan (Cafeteria Plan)	This allows certain premiums and expenses to be paid with pre-tax dollars.
<b><u>Other Benefits:</u></b>	
Retirement Plan - 403(b)	All full-time employees are required to contribute 1% of their gross salary to the employer matched tax-sheltered annuity plan. ETBU will match employee contributions to the plan up to a maximum contribution of 3% of the employee's gross salary. Employees are 100% vested immediately.
Retirement Plan - Roth 403(b)	Any contribution above the 1% required amount may be designated as a Roth 403(b) contribution and will be subject to federal income tax withholding at the time it is made. ETBU matching and vesting procedures are the same as on contributions made to the 403(b) plan.
Social Security Benefit	ETBU shares the cost of this benefit by matching the employee's contribution.
Unemployment Tax	ETBU pays unemployment tax on the first \$9,000 of each employee's annual wages. This provides an unemployment benefit for people when they are no longer employed here.
Tuition Benefit	This benefit provides an undergraduate tuition waiver to full-time employees, spouses and children. There are restrictions that apply to this benefit. Graduate tuition waivers are provided for eligible full-time and part-time employees and spouses. There are restrictions that apply to this benefit as well.
Housing Benefit	This benefit may be provided to employees whose jobs require them to live on campus.
Moving Expenses Benefit	This benefit may be available for new employees to help with the cost of moving expenses. The benefit amount will be added to the first payroll check.
Holidays	Approximately 20 holidays are provided each year for staff.
Leave Plans	Vacation, sick leave and personal time are provided for full-time employees.*
Services	Various services are offered as a benefit to ETBU employees. These include check cashing and notary services on campus, use of the library, admission to athletic events on campus, discount on purchases in the bookstore, use of the Healthplex.

\* Not applicable to faculty.