PENNSYLVANIA'S STATE SYSTEM of HIGHER EDUCATION



Employee Benefit Highlights

APSCUF Faculty and Coaches, Nonrepresented, OPEIU, POA, SPFPA Employee Groups

Benefits available to permanent, full-time employees (including temporary, full-time faculty with at least an academic year contract) or permanent, part-time employees (including temporary, part-time faculty with at least an academic year contract) who are scheduled to work every pay period for at least 50% of full-time.

Supporting your health and wellness, so you can focus on student success

Health Benefits

Medical/Prescription Drug
PPO health plan offered to employees, which includes prescription drug and hearing coverage.

Healthy U Wellness Program
Voluntary program designed to provide employees with tools and resources to assist in improving and maintaining good health. Participants are rewarded with reduced health care premiums.

Dental and Vision Coverage
Offered at no cost to employees.

State Employee Assistance Program (SEAP)
A confidential program which provides a wide range of no-cost services to address a broad range of problems, including counseling, legal, and financial services.

Life Insurance

Group Life Insurance
Employer paid term life provided for permanent employees based on one-time salary up to a maximum of $40,000 (OPEIU, POA, SPFPA) or $50,000 (Faculty, Coaches, and Nonrepresented).

Voluntary Long-Term Disability Insurance (LTD)
Income protection equal to 60% of gross annual base salary to a maximum of $5,000 monthly benefit with an option for a 90-day or 180-day benefit elimination period.

Voluntary Group Life and Personal Accident Insurance (VGLIP/AD&D)
Additional life insurance coverage and personal accident insurance to help protect against losses due to accidents or death. Maximum employee coverage is five times annual salary up to $500,000.

Retirement Plans

Group Retirement Plans
Employees can choose one of the mandatory retirement plan options - a 401(a), with a 5% employee contribution and a 9.29% employer contribution or the State Employees' Retirement Plan (SERS) pension/investment plan with various enrollment options.

Voluntary Retirement Plans
All employees are eligible to participate in our 403(b) Tax-Sheltered Annuity and/ or 457 Deferred Compensation Plan.

Additional Benefits

Flexible Spending Accounts
Income withheld before taxes for eventual reimbursement of certain medical and dependent care expenses.

Tuition Waiver
Helping you lower the cost of college expenses. Tuition waiver benefits vary by employee group.

Paid Time Off
Generous leave and time-off benefits determined by your employee group.

For detailed information visit the benefits website at www.passhe.edu/benefits

The benefits described are available to most employees; however, certain eligibility requirements must be met. This summary is provided for general purposes only. Legal Plan Documents and applicable collective bargaining agreements will govern any discrepancies that may arise. Benefits, benefit levels, and eligibility rules are subject to change