



## Benefits in Brief for Part-time Faculty

<b>*Benefits</b>	<b>Who Pays</b>	<b>When Eligible</b>	<b>Benefits Provided/Costs</b>
Tuition Waiver Employee & Spouse	BW (92%) Employee (8%)	After 1 <sup>st</sup> of year, following hire date. Must work July 1 – Dec in year 1	Allows enrollment in most graduate or undergraduate class. Credits available based on hours taught. Must be teaching to use benefit. Credits used can only go back 2 years.
Dependent Tuition Waiver	BW (92%) Employee (8%)	After 1 <sup>st</sup> of year following hire date. Must work July 1 – Dec in year 1	Undergraduate classes to obtain baccalaureate. Tuition waiver only. Benefits provided to age 25 as long as child is IRS dependent. Credits used can only go back 2 years.
Parking Services	BW	Upon Employment	Free parking decal furnished for one vehicle.
Social Security & Medicare	BW & Employee	Upon Employment	BW contributes 7.65% of salary of eligible wages to Social Security & Medicare
Workers' Compensation	BW	Upon Employment	University is self-insured and covers costs for injuries in the workplace.
Retirement Program (403b)	BW & Employee	Upon Employment	May immediately enroll in TIAA-CREF After 1 yr, University contributes 7% of base salary and employee must contribute 3% into RA plan. Must teach a minimum of 18 -21 credit hours in anniversary year for University contribution.
Credit Union	Employee	Upon Employment	Berea Schools Employee Credit Union Payroll deductions available.
ID Card	BW	Upon Employment	University issues ID card which entitles employees to discounts at Bookstore, 2 free tickets sporting events, cultural activities and for using the Library and the Student Recreation Center
Direct Deposit	BW	Upon Employment	All employees are required to be paid by direct deposit to the bank of their choice. Pay day is last working day of the month.

**\*Benefits are subject to change due to Board of Trustees' or President's action. Prepared by Human Resources 1/1/14**