



CANISIUS UNIVERSITY

Benefits Overview for Full-Time Faculty April 2024

This packet is made available as a reference guide and does not in any way express a written contract of employment or benefits to be provided. All programs are subject to revision. Should any discrepancies occur between this packet and the Summary Plan Description for the benefits herein described, the legal document will take precedence.

The following benefits begin on the first day of the month following the date of hire:

Medical Insurance: Faculty member's contribution is based on their gross base pay.

Dental Insurance: Faculty member's contribution is 25% of the base plan. The plan has \$100 deductible for any basic or major services. The deductible is waived for preventive care which is covered at 100%. \$1,000 orthodontia lifetime benefit is available for children under the age of 19.

Vision Insurance: A vision plan is available and provides coverage for refractive eye exam, glasses, frames and contacts. The plan is 100% paid by the faculty member.

Life Insurance: A basic term life insurance plan for \$50,000 of coverage is offered by the University. The faculty member's contribution is 10% of the cost. Benefits decrease at age 70 and 75.

Additional life insurance may be purchased for the Faculty member, their spouse and children. This coverage is completely paid for by the faculty member.

Total Disability Insurance: Long term disability will provide a covered participant with an income benefit of 60% of monthly base salary, not to exceed \$6,000 per month. The faculty member's contribution is 10%.

Flexible Spending Account: A flexible spending account allows a faculty member to set aside money to reimburse themselves for unreimbursed medical expenses or dependent care expenses. The accounts are funded fully by the faculty member.

Death Benefit: A Death Benefit equal to 30% of current annual base salary to the beneficiary of a full-time faculty member who passes away while in active service to the University is provided to each faculty member.

*The Defined Contribution 403(b) plan has a one year waiting period to participate in the plan.

Defined Contribution 403(b) plan: There is a one-year waiting period* for a Faculty member to receive the University's contribution** to the 403(b) plan. Faculty must tax defer to receive the University contribution.

Faculty may tax defer funds during the one year waiting period.

*If a Faculty member has prior employment in higher education, the one-year waiting period for the University's contribution may be waived. Prior service must have been within three years of hire at Canisius. Please contact Human Resources for the details and form

** Effective June 1, 2021 the University contribution is 4% with a required employee contribution of 1%.

TIAA is the third party administrator for the Defined Contribution plan.

Faculty Resource Program (FRP): The Faculty Resource Program (FRP) is offered to full-time faculty who are interested in a phased retirement option. Eligibility to participate in the Faculty Resource Program will begin at age 60 and continue through the age of 76; however, the maximum term is three years. Please contact the Human Resources Office for the program details.

Tuition Waivers: Faculty members with full-time responsibilities may take one course per semester tuition-free, including summer session. Graduate level waivers will be taxable as income if the amount of tuition waived during the calendar year exceeds \$5,250.00. Check with the Human Resources Department for current tax status before registering.

Tuition will be waived for undergraduate study, over and above the amount of all applicable state, federal, or private scholarship awards, for children to age 26 and spouses of full-time faculty members, based on the following schedule of full-time service:

Upon employment: 25% 1st anniversary: 50% 2nd anniversary: 75% 3rd anniversary: 100%

Prior years of **full-time employment** at institutions of higher education will be counted toward fulfilling the required service factor.

Children: Waivers for children are for undergraduate study only. **All applicants are required to apply for all state and federal awards through the Financial Aid Office.** Children must be a dependent of the faculty member, as defined by the Internal Revenue Service for the tuition to be considered non-taxable.

Spouses: Spouses of full-time faculty may have tuition waived for a maximum of two graduate courses per semester or up to a full load of undergraduate study per semester, based on the above schedule. **Federal regulations require the University to report graduate waivers as taxable income to the faculty member and to withhold federal, state, and F.I.C.A. taxes.**

In all cases, fees remain payable, but any financial aid award from agencies outside the University will be applied first to fees due and the balance to tuition.

Exclusions: Certain types of courses are excluded from tuition waivers. Any courses resulting in additional cash expense to the University will not be covered under the tuition waiver program.

If a faculty member dies, suffers 100% disability while in service to the University, or retires, the surviving dependent children and spouse continue to be eligible for these waivers.

Dependent Exchange Program: Canisius University participates with several other institutions in the United States in programs whereby dependent children of eligible faculty members may apply to enroll in one of the other institutions on an exchange basis. Enrollment at another institution is not guaranteed; the dependent child needs to be accepted by the other institution and also by its exchange program. Participating institutions can be viewed at www.tuitionexchange.org. Contact the Financial Aid Office for complete information.

Adoption Benefit: Full-time faculty who have completed 12 months of full-time employment are eligible to utilize the adoption benefit. The benefit provides reimbursement up to \$2,000 for eligible adoption expenses and 3 paid Adoption Days to be used during the adoption process. Contact the Human Resources Department regarding pending adoptions and for additional details.

EAP (Employee Assistance Program): Integrated Behavioral Health provides an Employee Assistance Program to the University. The program provides confidential consultation and counseling for a wide range of personal and family problems. The program provides three free face to face consultations per year.

RIGHT TO MODIFY BENEFIT PLANS

These are the benefits and terms and conditions as of July 1, 2021 but remain subject to review and revision consistent with the University's needs and standard protocols for policy revisions. The University also reserves the right to modify employee benefits in response to regulatory changes.