

Benefit Package for Faculty Employees

Lake Superior State University (LSSU) provides a generous package of benefits to its full-time and part-time faculty. Where a benefit is marked with (*), a part-time faculty is responsible for a pro-rated share of the benefit premium.

Adjunct faculty are not eligible for benefits; however, they have the option to contribute their own funds into the Supplemental Retirement Annuity through salary reduction.

(See the [Agreement](#) between Lake Superior State University and Lake Superior State University Faculty Association, MEA-NEA.)

1. Retirement Program: Provided by Teachers Insurance and Annuity Association, (TIAA). Ten percent (10%) of salary contributed by LSSU.

Also Available: Supplemental Retirement Annuity (SRA) - by salary reduction.

2. Health/Hospitalization Insurance: Provided through Blue Cross Blue Shield of Michigan*. **See plan documents for plan details.**

14% premium co-share contribution

3. Dental and Vision Care Insurance (bundled) through Blue Cross Blue Shield of Michigan in addition to or separate from the Health/Hospitalization Insurance*. **See plan documents for plan details.**

14% premium co-share contribution

4. Life Insurance: \$50,000 plus \$50,000 A. D. & D*. (Eligible on the first of the month following 30 days of employment).
5. Long Term Disability Insurance: 70% of salary, to maximum monthly salary of \$4,000. (Eligible on the first of the month following 30 days of employment).
6. Sick leave: Faculty earn ten (10) days per year, accrued at four (4.0) hours per pay period prorated to hours paid. Maximum accrual: 1,200 hours or 150 days
12-month faculty appointments earn thirteen (13) days per year accrued at four (4.0) hours per pay period prorated to hours paid.
7. Vacation Leave: Available only to 12-month faculty appointments; accrued at 7.4 hours per pay period (24 days per year).
Maximum accrual: 288 hours = 36 days; accrual balance paid on termination.
8. Funeral Leave: Up to five (5) days paid leave for immediate family; three (3) days chargeable to sick leave for other relatives. (See [Agreement](#))
9. Holidays and Term Breaks: Eleven (11) per year; seven (7) legal and four (4) President's option.

Recognized Federal Holidays include:

New Year's Day
Labor Day

Memorial Day
Thanksgiving

Independence Day
Christmas

Martin Luther King Jr. Day

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10. Personal Leave: Faculty may utilize a Maximum of four (4) days per year prorated to hours paid. 12-month faculty appointments are not eligible for Personal Leave. (See Agreement)
11. Bookstore Discount: Fifteen percent (15%) on non-sale/non-food items; requires presentment of I.D. card. Adjunct Faculty are not eligible for discount.
12. Free admission to University-sponsored athletic and cultural events, half price for dependents; requires presentment of I.D. card.
13. Free basic membership to Norris Center athletic facilities and Student Activities Center.
14. Participation in the University's Wellness Program, which includes a health appraisal and physical assessment for a nominal fee, and release time for the worksite wellness program, with approval of supervisor.
15. A Section 125 plan is available for Medical Reimbursement (\$2,700 maximum) and Child Care Expenses (\$5,000 maximum). Plan year is from January 1 to December 31.
16. Tuition Waiver: Tuition cost and enrollment fees waived for courses taken for credit carrying University credit for which they have enrolled and been admitted by the Registrar. MEA Support Staff employees will be responsible for payment of all other fees.
17. Dependent Tuition Waiver: A tuition discount of up to 50% of their tuition and up to 50% of their enrollment fees for the semester. Employee's spouse and children or stepchildren under the age of twenty-five (25) will be considered eligible regardless of whether they meet the IRS definition of dependency (see Agreement).
18. Lunch buffet at the Quarterdeck during the academic year at reduced price.

Also Social Security, Worker's Compensation Insurance, Unemployment Insurance, travel and business insurance, and free parking on campus.

This summary and associated web pages, provide an overview of benefits LSSU employees receive. These summary sheets and web-based information are not a contract. If any statement conflicts with the applicable LSSU plan documents or policies, the applicable plan documents and policies will govern. The University retains the right to amend these benefits at any time. For represented employees, some benefits are noted in applicable collective bargaining agreements.