



IVY TECH ADJUNCT FACULTY BENEFITS OVERVIEW

This overview is provided as a summary of benefits available to Adjunct Faculty of the College. Because there are many benefits and a number of important facts about each benefit, this is intended only as a summary. In case of conflict between this sheet and the actual plan document, the latter prevails.

BENEFIT	DESCRIPTION	ELIGIBILITY	COST	WHEN TO ENROLL	HOW TO ENROLL
<u>VOLUNTARY BENEFITS</u>					
Vision Insurance Plan	Vision care plan that covers annual exam, prescription lenses, frames, or contact lenses.	All employees and retirees.	You pay the entire premium of lower negotiated group rate.	Eligible employees can enroll within 31 days from date of hire/new assignment or qualifying event. An open enrollment period is conducted in April/May.	Complete the enrollment paperwork and send it to the vendor. Coverage is effective the first of the month following date of enrollment.
Identity Theft Protection	Protection includes an annual credit report, credit score analysis, credit monitoring, and identity restoration.	All employees and retirees.	You pay the entire premium of lower negotiated group rate.	Eligible employees can enroll within 31 days from date of hire/new assignment. An open enrollment period is also held in April/May.	Employees enroll online. Coverage is effective the first of the month following date of enrollment.
Interest Sensitive Whole Life Insurance	Provides life insurance coverage for covered employees and eligible covered dependents. Guaranteed level face amount and premiums; guaranteed cash value. Cash value earns tax deferred interest.	All employees, spouses, children and grandchildren. Guaranteed issue if elected during open enrollment first available to employee.	You pay the entire premium.	Enrollment is limited to the open enrollment period.	Enrollment can only be done through a licensed agent during the open enrollment period.
Accident Insurance	Provides cash benefits, in addition to group benefits, for specified non-work-related accidental injuries.	All employees, spouses and children. Guaranteed issue if elected during the open enrollment first available to employee.	You pay the entire premium.	Enrollment is limited to the open enrollment period.	Enrollment can only be done through a licensed agent during the open enrollment period.
Critical Illness / Cancer Insurance	Provides a lump sum benefit if you are diagnosed with one of the covered illnesses. Covered illnesses include cancer, heart attack, kidney failure, major organ transplant, and others.	All employees, spouses and children. Applicants are subject to medical underwriting.	You pay the entire premium.	Enrollment is limited to the open enrollment period. Subject to medical underwriting.	Enrollment can only be done through a licensed agent during the open enrollment period.
Long Term Care Insurance	Provides payment for care and services for an individual with a chronic health problem. Services may include Home Health Care, Adult Day Care, Assisted Living, Nursing Facility, and other supportive services.	Employees ages 18-84, spouses, parents, parents-in-law, step-parents, grandparents-in-law, and retirees.	You pay the entire premium of lower negotiated group rate.	Eligible employees can enroll any time.	Complete the enrollment paperwork and send it to the vendor. Effective date is based on date of approval.

BENEFIT	DESCRIPTION	ELIGIBILITY	COST	WHEN TO ENROLL	HOW TO ENROLL
VOLUNTARY BENEFITS (CONTINUED)					
Employee Assistance Program	A program to assist employees with personal or family problems. They are not counselors, but they can give you valuable information about the community resources which may help you and your family.	Not all regional campuses have EAP services available currently. Please contact your Regional Human Resources Department to determine if this service is available in your region.	No cost to you.	N/A	N/A
RETIREMENT PROGRAMS					
Supplemental Retirement Annuity 403(b)	Before-tax employee payroll deduction for supplemental retirement annuity through AUL/OneAmerica or TIAA/CREF.	All employees.	You choose the amount up to IRS limits for retirement programs.	Eligible employees can enroll at any time.	Complete the SRA/457 form and vendor application. Contributions begin as soon as administratively possible after receipt of completed paperwork.
457(b) Deferred Compensation Plan	Before-tax employee payroll deduction for tax deferred annuity through AUL/OneAmerica or TIAA/CREF.	All employees.	You choose the amount up to IRS limits for retirement programs.	Eligible employees can enroll at any time.	Complete the SRA/457 form and vendor application. Contributions begin at the first of the month following receipt of completed paperwork.
EDUCATIONAL ASSISTANCE					
Fee Remission Waiver	Ivy Tech courses up to 6 credit hours per semester during the term the employee is actively employed. The spouse and/or dependent children may also enroll for up to 6 credit hours per semester provided the eligibility criteria are met.	An adjunct faculty who completes 2 full semesters of employment.	General fee, technology fee and distance fee waived.	Eligible employees must complete Fee Remission form prior to the start of the term.	Contact your Regional Human Resources Department to obtain the Fee Remission Waiver form.
EMPLOYEE DISCOUNTS					
Dell Discount	The Dell Discount provides savings in addition to generally advertised Dell Home prices and promotions.	All employees.	N/A	N/A	Information on this discount is located in Campus Connect.
Microsoft Office	Microsoft Office Home version available at discounted rate through Ivy Tech bookstores.	All employees.	N/A	N/A	Information on this discount can be obtained through the bookstore.

Detailed information about the benefits listed here can be found in the Employee Services tab of Campus Connect and the Adjunct Faculty Resource Center. Additional information pertaining to open enrollment periods will be emailed to your Ivy Tech email and posted on Campus Connect.