



BENEFITS AT A GLANCE

FACULTY

Benefit Description	Plan Options/Premiums	Waiting Period
<i>Eligibility- appointed for a duration of at least 1 semester or 121 days or greater</i>		
Health Insurance Provides coverage for medical care and prescriptions	<ul style="list-style-type: none"> • LSU First Option 1 & 2 (Nationwide Network) • PPO Plan (Statewide Network) • HMO (Nationwide Network) • CD-HSA Plan (Nationwide Network) 	<ul style="list-style-type: none"> ⇒ Enroll within first 30 days of employment ⇒ Coverage is effective 1st of the month following one full calendar month of employment ⇒ All enrollments require Evidence of Insurability (EOI)
Vision Plan Provides for vision care needs such as exams, lenses, frames and contacts	<ul style="list-style-type: none"> • Davis Vision 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment ⇒ Coverage is effective 1st of the month following one full calendar month of employment
Accidental Death & Dismemberment (AD&D) Provides benefit in the event of death or dismemberment resulting from accident	<ul style="list-style-type: none"> • The Hartford -Several options for employee and family 	<ul style="list-style-type: none"> ⇒ Enroll at anytime ⇒ Coverage effective 1st of the month following receipt of enrollment form
Long Term Disability (LTD) Provides 60% of monthly base salary up to a monthly maximum. (see brochure for waiting period and maximum payable period.)	<ul style="list-style-type: none"> • The Hartford 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment to be guaranteed coverage ⇒ Enrollment after first 30 days of employment requires EOI
Dental Insurance Basic dental coverage including preventive and orthodontics*	<ul style="list-style-type: none"> • Dearborn National Group -Option 1 Enhanced Plan (orthodontics offered under this option for adults and dependent children under age 26) -Option 2 Basic Plan 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment or during annual enrollment ⇒ Coverage is effective 1st of the month following one full calendar month of employment
Long-Term Care Insurance Provides independence and financial security in the event extended care is needed at home or in a nursing home care facility	<ul style="list-style-type: none"> • Unum Provident -Offers options to cover employee, family, parents and grandparents 	<ul style="list-style-type: none"> ⇒ Enrollment within first 30 days requires no medical review ⇒ Enrollment after 30 days at anytime, subject to medical review
Group Term Life with AD&D Employee life and AD&D coverage up to one and one-half times the annual earnings up to \$50,000 Spouse coverage up to \$4,000 Child coverage up to \$2,000	<ul style="list-style-type: none"> • The Prudential Insurance Co. of America -Option 1 - Basic Term Life and AD&D- \$5,000 -Option 2 - Basic Plus Supplemental Term Life up to \$50,000 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment to be guaranteed coverage ⇒ Enrollment after first 30 days of employment requires EOI
LSU Voluntary Life with AD&D Employee life and AD&D coverage up to 5 x salary up to \$1,000,000 Spouse coverage up to \$250,000 Child coverage up to \$20,000	<ul style="list-style-type: none"> • The Hartford 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment to be guaranteed coverage up to 5 x salary up to 500,000 (additional coverage to 1,000,000 requires EOI). Spouse coverage guaranteed to 100,000 (additional coverage to 250,000 requires EOI) ⇒ Enrollment after first 30 days of employment requires EOI
Flexible Spending Accounts Allows for certain expenses to be	<ul style="list-style-type: none"> • Health Care Spending Account – annual max. \$4,000; annual min. \$100 	<ul style="list-style-type: none"> ⇒ Must enroll within first 30 days of employment or during annual

reimbursed with pre-tax dollars	<ul style="list-style-type: none"> • Dependent Care Spending Account – annual max. \$5,000 or \$2500 if married/filing separately; annual min. \$100 	enrollment ⇒ Plan is effective 1 st of the month following one full calendar month of employment
<i>*Retirement Eligibility – Membership in a retirement plan is mandatory for all employees. Faculty employed on a J or F visa are not eligible for membership in TRSL (if “substantial presence” has been met, may choose between Social Security and Deferred Comp Plan).</i>		
Retirement Plan Defined Benefit Plan Vested after 5 years of service	<ul style="list-style-type: none"> • Teachers’ Retirement System of LA (TRSL) -Employee tax defers 8% of annual salary -Employer contribution is determined each year by the State *See membership booklet for retirement eligibility	⇒ Automatic enrollment unless ORP option is elected ⇒ Contributions withheld out of first payroll check
Optional Retirement Plan (ORP) Defined Contribution Plan Alternative to TRSL Immediately vested Investment Options Available	<ul style="list-style-type: none"> • AIG Valic • TIAA-Cref • ING Aetna -Employee tax defers 8% of annual salary -Employer contribution is determined each year by the State 	⇒ Must enroll within first 60 days of employment or effective date will be delayed (see plan information) ⇒ The decision to participate in the ORP is irrevocable
Supplemental Retirement Accounts 403(b) Tax-Deferred Supplemental Retirement Account Plan Allows for contributions in addition to TRSL or ORP	<ul style="list-style-type: none"> • TIAA-Cref • MetLife • ING Aetna • AIG Valic 	⇒ May enroll at anytime ⇒ Participation is voluntary
Deferred Compensation Plan 457(b) Plan Allows for contributions in addition to TRSL or ORP Contributions in DCCL and SRA can be maximized simultaneously	<ul style="list-style-type: none"> • Louisiana Deferred Compensation Plan (DCCL) 	⇒ May enroll at anytime ⇒ Participation is voluntary
Sick Leave Paid time off for personal illness	<ul style="list-style-type: none"> • Accrual based on years of service with no cap 	⇒ Accruals begin on hire date
Holidays Faculty on academic-year (9-month) appointments are accorded certain holidays	<ul style="list-style-type: none"> • See PM 5 	⇒ No waiting period
Payroll Two options for payment	<ul style="list-style-type: none"> • 9 month paid over 9 months – paid on or about the 21st of the month • 9 month paid over 12 months – paid on the last work day of the month • Direct Deposit *see payroll schedule	⇒ Must submit necessary paperwork

If you participate in a Louisiana State retirement plan, you do not pay Social Security tax. However, you do pay the Medicare portion of the FICA tax (1.45% of your salary).

The purpose of this document is only to provide you with a summary of the benefits available to our full-time faculty. All benefits are subject to change at any time. For specific details on each benefit, you should refer to the appropriate policy or plan document.