



Summary of Benefits

Full Time Faculty Members

Unit A Negotiated

Health Insurance – All employees pay a monthly premium for their own coverage under any of the health plans. The premium amount is based on the employee's annual salary. The cost of dependent coverage varies by the health plan selected.

Dental Insurance – Employees pay a monthly premium for their own and any dependent coverage under the Quality Care Dental Plan.

Sample – Full time 100% employee with annual salary of \$50,000

Medical	Single	Emp & Spouse	Family
HealthAlliance HMO	\$103.00	\$216.00	\$262.00
Coventry HMO	\$103.00	\$214.00	\$259.00
Coventry OAP	\$103.00	\$214.00	\$259.00
HealthLink OAP	\$103.00	\$229.00	\$282.00
Quality Health Care	\$127.00	\$376.00	\$414.00
Dental	\$11.00	\$17.00	\$19.50

Vision Insurance – Employees and their dependents enrolled in any of the health plans are automatically provided this benefit at no cost.

Basic Term Life Insurance – An amount equal to the employee's annual salary is provided at no cost.

Retirement Plan – Offered through the State Universities Retirement System (SURS). The employee's contribution to the retirement plan – 8% of gross earnings – is automatically deducted from the paycheck. Contributions made to this plan are not subject to federal or state income taxes until funds are withdrawn following retirement.

Disability Plan – Disability benefits for University employees are provided through the State Universities Retirement System (SURS) at no additional cost. Supplemental Long Term Disability benefits may also be selected.

Paid Time Off

University Holidays

The University recognizes 11 holidays for all employees, including:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Abraham Lincoln Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Two additional days are determined by the President of the University.

Vacation Leave

Only if on a 12 month contract, 2 days per month of contract up to a maximum of 48 days for full-time faculty.

Sick Leave

For the first 3 years worked, 20 work days per academic year or 1.75 work days each month, whichever is greater, are earned and credited at the beginning of the academic year. Thereafter, sick days will be earned at the rate of 1.75 work days for each month, or major fraction thereof, of service under the contract. There is no maximum on cumulative sick leave earned. Five sick days per academic year may be utilized as Personal Days.

Tuition and Fee Waivers

Employee

A full-time faculty member may enroll for credit for a maximum of two courses, or six credit hours, whichever is greater, in any academic term during which she/he is employed, with exemption from the payment of tuition and fees. Part-time faculty members may also be eligible for this benefit, but at a reduced number of credit hours.

Child of Employee

For children of current employees with at least seven years of service, a 50% tuition waiver may be available for up to four years at an Illinois state institution of higher education, depending on employee's length of service and appointment status.

Additional Benefits

- Accidental Death and Dismemberment (AD&D) Insurance
- Additional Term Life Insurance, including spouse and/or child coverage.
- Adoption Assistance
- Employee Assistance Programs
- Flexible Spending Accounts
- Smoking Cessation
- Supplemental Long Term Disability
- Supplemental Retirement Plans
- U.S. Savings Bonds

More information at [Faculty Unit A benefits](#) or [State of Illinois benefits](#)

[View UPI Unit A contract here](#)