

**Full Time Faculty
Benefit Summary**
(FYR 2008)

- A. State Teachers Retirement System –** 10% from employee's check before taxes
14% Terra contributes

Employee becomes vested after five (5) years of service for pension and disability insurance.

Full-time employees may be eligible to elect an ARP instead of the State Retirement System.

- B. Term Life Insurance -** Upon completion of application, each faculty member will be provided with term life insurance coverage equal to double the faculty member's salary rounded to the next highest \$1,000 up to a maximum of \$125,000.

- C. Accidental Death and Dismemberment Insurance -** Accidental death and dismemberment insurance coverage will be provided in the amount of \$100,000.

- D. Health Insurance -** Upon initial employment, each faculty member and his/her family may enroll in and receive health insurance coverage. Terra will pay ninety percent (90%) of the single and family coverage premium. Current monthly amounts are:

Type of Coverage	Total Premium	90% Paid by College	10% Paid by Employee	Per Pay
Single	489.70	440.73	48.97	24.49
Family	1,343.90	1,209.51	134.39	67.20

- E. Dental Insurance -** Upon initial employment, each faculty member and his/her family may enroll in dental insurance coverage. The College will pay the full cost of single coverage for dental insurance. Additional costs for spouse or family coverage shall be fully paid by the employee. Current monthly amounts are:

Type of Coverage	Total Premium	Paid by College	Paid by Employee	Per Pay
Single	23.90	23.90	0.00	0.00
Family	78.63	23.90	54.73	27.37

- F. Optional Insurance Programs -** Terra offers other optional insurance programs (AFLAC). These are administered through various companies and paying the premiums is the sole responsibility of the employee. The premiums can be payroll deducted.

- G. Optional Payroll Deduction Programs -** Terra offers several optional tax-deferred programs to help the employee save. Programs include; Annuity Programs, 403b, Mutual Funds, Flexible Spending Account, and Ohio Public Deferred Compensation.

- H. Fee Waiver -** Full-time instructional staff, their dependent natural and legally adopted children and step-children, and the faculty member's spouse, may enroll in credit courses at the College without a tuition charge. The Faculty who enroll in a course must obtain approval of their Dean prior to the beginning of the semester in which the course is to be taken. Faculty will be permitted to enroll only on a space available basis, and enrollment cannot interfere with the faculty member's professional responsibilities.