

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

- A. School Employees 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 State Retirement System.

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

- C. Accidental Death and Dismemberment Insurance** - Accidental death and dismemberment insurance coverage will be provided in coverage equal to double the staff member’s salary rounded to the next highest \$1,000. The maximum amount shall be \$125,000.

- D. Health Insurance** - Upon initial employment, each staff member and his/her family may enroll in and receive health insurance coverage. Terra will pay eighty-eight percent (88%) of the single, single +1, or family coverage premium. Current monthly amounts are:

Type of Coverage	Total Premium	88% Paid by College	12% Paid by Employee	Per Pay
<b>Single</b>	540.75	475.86	64.89	32.45
<b>Single +1</b>	1,243.71	1,094.46	149.25	74.62
<b>Family</b>	1,514.08	1,332.39	181.69	90.84

- E. Dental Insurance** - Upon initial employment, each staff member and his/her family may enroll in dental insurance coverage. The College will pay the 88% of the cost of single coverage for dental insurance. Additional costs for spouse or family coverage shall be paid fully by the employee. Current monthly amounts are:

Type of Coverage	Total Premium	Paid by College	Paid by Employee	Per Pay
<b>Single</b>	27.70	24.38	3.32	1.66
<b>Single +1</b>	63.71	24.38	39.33	19.67
<b>Family</b>	77.57	24.38	53.19	26.60

- 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 staff, their dependent natural and legally adopted children and step-children, and the staff member’s spouse, may enroll in credit courses at the College without a tuition charge. The Staff who enroll in a course must obtain approval of their Director prior to the beginning of the semester in which the course is to be taken. Staff will be permitted to enroll only on a space available basis, and enrollment cannot interfere with the staff member’s professional responsibilities.