

**Policy to Provide Benefits to  
Faculty and Administrative Staff on Full Disability  
and their dependents**

**PURPOSE**

To formally define benefits to be extended to the spouse and/or children\* of faculty and administrative staff on full disability.

\* As defined by applicable federal law.

<b>ELIGIBILITY - LEVEL 1</b>
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- full-time faculty and administrative staff
- minimum age and service requirements met at time of disability, as described below

**Dependents Eligible for Benefits Described Below If Employee's:**

<b>Attained Age is At Least:</b>	<b>AND</b>	<b>Combined Age + Service Is At Least:</b>
50		75
52		74
54		73
56		72
58		71
60		70

**BENEFITS TO BE EXTENDED IF ELIGIBLE UNDER LEVEL 1**

**1) HEALTH CARE:**

- spouse and children remain eligible for health coverage as subscribed to at the time of employee's disability
- coverage will be available at the same cost the employee would be paying if still working
- this "bridge" applies from time of disability until 65th birthday of employee

**2) TUITION BENEFITS:**

- children remain eligible for tuition remission, tuition assistance, and tuition exchange [as allowed by regulations] benefits on the same basis as active faculty and staff
- spouse remains eligible for tuition benefits for a period of 2 years, on the same basis as spouses of active faculty and staff

**3) USE OF FACILITIES:**

- spouse and children remain eligible to use the University's athletic facilities on the same basis as spouses/children of active faculty and staff

## **ELIGIBILITY - LEVEL 2**

- full-time faculty and administrative staff
- completed 10 or more years of service at time of disability, but does not qualify under Level 1 criteria

### **BENEFITS TO BE EXTENDED IF ELIGIBLE UNDER LEVEL 2**

#### **1) HEALTH CARE:**

- employee, spouse and children eligible for COBRA
- for first 12 months, University would subsidize COBRA at the same rate as provided in last month of employee's active service

#### **2) TUITION BENEFITS:**

- children will continue to receive tuition benefit that had been available while employee was active in order to finish a college program already begun
- spouse remains eligible for tuition benefits for a period of 2 years, on the same basis as spouses of active faculty and staff

#### **3) USE OF FACILITIES:**

- spouse and children remain eligible to use the University's athletic facilities for a period of 2 years, on the same basis as spouses/children of active faculty and staff

## **ELIGIBILITY - LEVEL 3**

- full-time faculty and administrative staff
- does not meet either Level 1 or Level 2 criteria

### **BENEFITS TO BE EXTENDED UNDER LEVEL 3**

#### **1) HEALTH CARE:**

Employee, spouse and children eligible for COBRA

#### **2) TUITION BENEFITS:**

spouse and children eligible to finish the academic year which had already begun

#### **3) USE OF FACILITIES:**

spouse and children remain eligible to use the University's athletic facilities for a period of 2 years, on the same basis as spouses/children of active faculty and staff

Approved by Senior Staff in summer 2006  
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