

Policy to Provide Benefits to Dependents of Deceased Faculty and Administrative Staff

PURPOSE

To formally define benefits to be extended to the spouse and/or children* of deceased faculty and administrative staff.

* As defined by applicable federal law.

ELIGIBILITY - LEVEL 1

- full-time faculty and administrative staff
- minimum age and service requirements met at time of death, as described below

Dependents Eligible for Benefits Described Below If Employee's:

<u>Attained Age was At Least:</u>	AND	<u>Combined Age + Service Is At Least:</u>
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 death
- coverage will be available at the same cost the employee would be paying if still working
- this "bridge" applies from time of death until 65th birthday of employee would have occurred
- after "bridge", spouse and any eligible dependents treated same as retiree spouses/dependents

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 death, but does not qualify under Level 1 criteria

BENEFITS TO BE EXTENDED IF ELIGIBLE UNDER LEVEL 2

1) HEALTH CARE:

- spouse and children eligible for COBRA
- for first 12 months, University would subsidize COBRA so that surviving spouse's cost is same as employee's would have been for that period

2) TUITION BENEFITS:

- children eligible to finish a college program already begun
- spouse remains eligible for tuition benefits for a period of 2 years, on the same basis 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:

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

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