

**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.

ELIGIBILITY - LEVEL 1

- 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:

Attained Age is At Least:	AND	Combined Age + Service Is At Least:
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
SCy