

St. John's College

Full Time Staff Benefit Summary

Insurance

- Eligibility is the 1st of the month after hire.
- Insurance Available- Medical: Cigna PPO- Standard Plan or HDHP, FSA/HSA, Metlife Dental, EyeMed Vision Care, Supplemental Life and AD&D. St. John's provides a \$50,000 term life & AD&D insurance policy, Employee Assistance Program (EAP), Short Term Disability and enrolls you in a Long Term Disability plan.

TIAA-CREF (403b)

- Eligible after 90 days of service for company match; fully vested immediately
- You can contribute to your annuity immediately
- Match = 100% up to 2% of your current salary
After 2 years of service the plan will contribute 4% of your salary whether you contribute or not and in addition to the matching contribution if you do participate (7% match)

Holidays Observed

- Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and the day after and December 24-January 1.
- Employees working during the first 6 months of the fiscal year receive 1 floating holiday.

Vacation:

- Employees earn 2 weeks in the first full year of service, 3 weeks during your second full year and 4 weeks during your third full year and every year thereafter.

Sick

- Employees earn 2 weeks each year; prorated the first year based on hire date.

Tuition Waiver

- Undergraduate- Eligible after 2 years of service for your child to attend St. John's College. St. John's will pay ½ of another institutions tuition (limit- ½ of our tuition per semester).
- Graduate- Eligible after 1 year of service for employee, & spouse/domestic partner.

Additional Benefits:

- Free parking
- Complimentary use of the Library, Gym, and Boathouse
- Access to the dining hall- \$5 meals
- Tax free purchases on campus when utilizing your ID card
- Seminar/Conference allowance based on budget
- Participation in continuing education/fine arts workshops on a space available basis