

EAST CENTRAL UNIVERSITY
SUMMARY OF 2026
EMPLOYEE BENEFITS



INSURANCE:

- ❖ Defined Contribution — Full-Time Employees will be given \$865 per month to spend on Pre-Tax benefits. Benefits include BCBS Health, Delta Dental, VSP Vision, FSA or HSA. If employee waives ECU's health insurance, after showing proof of coverage, they will receive \$150.00 in their 403b Pre-Tax supplemental retirement account upon employee creating account. They will not be eligible to carry Dental or Vision.
- ❖ Group Term Life equal to two (2) times annual salary (employer paid)
- ❖ Long Term Disability (employer paid)
- ❖ Critical Illness, Accident & Hospital Indemnity plans (optional - paid by employee)
- ❖ Supplemental life insurance for employees and dependents (optional - paid by employee)
- ❖ Short Term Disability (optional — paid by employee)
- ❖ Section 125 (pre-tax) benefit for optional health care (paid by employee)

RETIREMENT:

- ❖ FICA Tax (Social Security) 6.2% of first \$176,100
 - Medicare 1.45% of salary
- ❖ The university pays the employee's contribution of 7% for Teacher's Retirement
- ❖ 403(b) pre-tax & 403(b) Roth supplemental retirement benefit through VOYA (optional- paid by employee)

OTHER BENEFITS INCLUDE:

- ❖ Generous leave policy including 15 days a year sick leave (10 hours per month) for all full-time 100% FTE
- ❖ Paid holidays
- ❖ Library, Bookstore and special events privileges
- ❖ Tuition Wavier for full-time employees and their dependents, per the Tuition Waiver policy (Fees/books not included)
- ❖ Employee Wellness Center Membership is free for employees & immediate family
- ❖ Free Parking (Staff/Faculty parking ONLY)

For detailed information regarding these benefits, please contact Employment Services office:
Brandi Walton ECU Benefits Coordinator - Office Phone Number: 580-559-5823