

EAST CENTRAL UNIVERSITY
SUMMARY OF 2025
EMPLOYEE BENEFITS



INSURANCE

- > Defined Contribution — Full-Time Employees will be given \$792 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. 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 for all full-time 100% FTE
- Paid holidays
- Library and special events privileges
- Tuition Wavier for full-time employees and dependents (fees not included)
- Employee Wellness Center Membership is free for employees & immediate family
- Employee discount on Bookstore items
- Free Parking

For detailed information regarding these benefits, please contact the Employment Services-Benefits Coordinator, Michelle Green 580.559.5823 or in the Danley Hall, Room 110.