



2019 Benefits Summary

In addition to offering **competitive salary** based on industry standards, the West Chester University Foundation (Foundation) rewards employees with a variety of medical and insurance offerings, a generous paid time off policy, and additional University-related advantages.

Health, Vision & Dental Insurance – The Foundation offers two health care plans: a traditional PPO and a high deductible plan with a Health Savings Account (HSA) where the Foundation makes a contribution to the HSA to help meet the cost of the deductible. Regular, full-time employees and part-time employees working at least 30 hours per week and their dependents (restrictions apply for working spouses) are eligible.

Group Life Insurance – 100% of the monthly premiums are paid by the Foundation for regular employees that work a minimum of 30 hours per week. Benefit amount is one times annual salary, rounded to the nearest \$1,000.

Voluntary Short-Term Disability – Regular employees that work a minimum of 30 hours per week are eligible to voluntarily elect short-term disability. Benefit amount is 60% of weekly earnings (tax-free). Maximum weekly benefit is \$1,000. Maximum benefit period is 13 weeks.

Voluntary Long-Term Disability – Regular employees that work a minimum of 30 hours per week are eligible to voluntarily elect long-term disability. This income protection is for 60% of monthly earnings (tax-free). Maximum benefit amount is \$6,000 after a 90-day elimination period.

403(b) Plan – All employees have the option to contribute to the retirement fund through payroll deduction with no waiting period. After 30 days, full-time employees and part-time employees working at least 20 hours per week are eligible for an employer contribution of 9.29% of wages. Both employee and employer contributions are 100% vested immediately.

Vacation – Accrues based on years of service with a minimum accrual of two weeks of vacation per year and up to five weeks after 25+ years of service.

Personal Days – Employees have up to six days per calendar year.

Sick Days – Employees accrue up to 15.6 days per year with a maximum carryover of 300 days. Sick time may be used for an employee's illness/injury, family illness, as well as bereavement.

Holidays – Regular employees are granted 11 paid holidays per year.

Jury Duty – Regular employees continue to receive their salary during jury duty service.

Tuition Reimbursement – After meeting eligibility requirements, reimbursement of 100% of tuition towards a first undergraduate degree at West Chester University (50% for other PASSHE universities) for employees and/or spouses or dependent children of employees. Graduate tuition assistance available for employees who meet eligibility requirements.

Parking – All parking is free at our main office.

Dry Cleaning Delivery – A convenient pick-up and delivery dry cleaning service is available at the office. Includes a 25% discount and choice of direct bill to your credit card or monthly bill sent to your home.

WCU Spirit – All regular employees are eligible to receive a 15% discount at the WCU Bookstore.

Wellness – All regular employees have access to the WCU Health Sciences Fitness Center on South Campus, offering free group exercise classes, personal training, and program design, as well as a reduced fee membership at the Student Recreation Center on North Campus. Use of USH's Village Clubhouse Fitness Room on South Campus with registration.

This summary highlights the Foundation's benefits program and leave entitlements. The benefits described herein are available to most employees; however, certain eligibility requirements must be met. The Foundation reserves the right to terminate or change any plan at any time. Information is provided for general purposes only. For additional information concerning these benefits, please review the official plan documents and/or policies and in the event of conflict, those plans and policies control.