

Employee
BENEFITS SUMMARY



Southwest Baptist
UNIVERSITY

Health	Health insurance is free for employees who enroll in the qualified High Deductible Plan with a Health Savings Account (HSA) partially funded by SBU. A buy-up plan is available, as well as a Flexible Spending Account (FSA) option for medical and dependent care reimbursement.
Retirement	Employees contributing up to 5% to SBU's 403(b) retirement plan will receive an employer match equal to their contribution percentage on a 5-year vesting schedule.
Life	Employee's life insurance coverage of \$50,000 paid for by SBU. Additional life insurance and/or Accidental Death and Dismemberment coverage also available.
Dental	Voluntary coverage available with free cleanings, exams and x-rays. Employee coverage paid 100% by SBU after 10 years of service.
Vision	Voluntary coverage available with annual eye exam and frame and contact allowances.
Supplemental Medical	Voluntary insurance policies for Cancer and Accidents available through MetLife.
Long Term Disability	Long Term Disability coverage available to provide 60% of compensation in the event of an illness or injury that prevents an employee from working for more than 90 days.
Short Term Disability	Short Term Disability coverage available to provide 60% of compensation in the event of an illness or injury that prevents an employee from working for more than 14 days up to 90 days total.
Paid Time-Off	Paid holidays, sick, vacation and personal time available. Benefit varies based on position.
Tuition Concession	Available to employee and employees' dependents (one undergraduate degree). New full-time employees will be eligible to take one class beginning with any term after 6 months of employment from his/her full-time hire date. After one year of service, employees may take more than one course at a time.

This document is a brief summary of benefits effective January 1, 2021. In the event of a discrepancy between this information and the plan documents or underlying insurance contracts, the latter will take precedence.