Rowan University & State of NJ Benefits Matrix - Full Time Lecturer

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies.		**AFT**
Vacation:	Upon employment: 1.5 vacation day per month first year and then 22 vacation days per year thereafter; can only carry over one years' worth.	✓
Holidays: *classes in session, compensatory time earned if worked.	Independence Day Columbus Day* Labor Day Election Day* Veteran's Day* Thanksgiving Day Christmas Day New Year's Day Martin Luther King, Jr. Juneteenth President's Day* Good Friday* Memorial Day	✓
Sick Time:	Upon employment: 12.5 days per year.	10 Month
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	12 Month
Prescription Drug Plan:	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	Effective Date September 1st (unless start date is mid year then 60 day waiting period)
Vision Care:	Cost free*, once every 2 year contract cycle. • Examination $45.00 • Single Lens/Contacts $80.00 • Bifocals, Multifocals $90.00 (maximum) *No allowance for frames.	Effective Date September 1st (unless start date is mid year then 60 day waiting period)
Dental Program:	Dental Expense Plan or DPOs. (Program Optional) Bi-weekly premiums vary with plans. You must be in plan 12 months before dropping coverage.	Effective Date September 1st unless start date is mid year then 60 day waiting period
Flexible Spending Account (FSA's)	Participation optional. FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.	Effective Date September 1st unless start date is mid year then 60 day waiting period
Retirement Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State 7 approved vendors. Mandatory employee contribution – 5%; Employer match contribution – 8% (capped at $175k - subject to change) ; If currently in the state PERS you can elect to stay in that program	✓
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403(b) or ACTS with 6 ABP vendors or 457 Plan – deferred compensation plan.	✓
Life Insurance:	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	✓
Jury Duty:	Upon employment; paid time with documented proof.	✓
Military Duty:	Upon employment; in most cases you will receive paid time with documented proof.	✓
Home Incentive Program:	Upon purchase of residential home in Glassboro, Rowan University provides $1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University.	✓
Employee Tuition Waiver:	Upon employment and meeting eligibility requirements.	Tuition Reimbursement see Provost Office.
Employee Spouse/Dependent Scholarship:	Upon completion of 1 consecutive year of full time permanent service and meeting eligibility requirements.	✓
Credit Union:	First Harvest Credit Union EdiFi Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓