

## Rowan University & State of NJ Benefits Matrix - Full Time Faculty

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies and union collective bargaining agreements and university policies		FACULTY - AFT
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
Health Insurance:	Available plans are: NJ Direct or Aetna (HMO's, PPO's, or HDHP's). Cost is 1.5 % of salary or % of the full cost of health and prescription whichever amount is higher.	Effective Date September 1st unless start date is mid year then 60 day waiting period
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:	Pending AFT contract approval	Pending AFT contract approval
Dental Program:	Dental Expense Plan or DPO's. (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. Wage Works 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
Pension Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors AIG-VALIC, Equitable, Hartford, ING, MetLife and TIAA-CREF. Mandatory employee contribution – 5%; Employer match contribution – 8% up to \$140,000; If currently in the state PERS you can elect to stay in that program (All pension contributions stop at maximum salary of \$245,000).	√
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	√
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:	ABCO Credit Union and South Jersey Credit Union	√
Direct Deposit:	<a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>	√