



2024-25 BENEFITS OVERVIEW

Rhodes State College recognizes the importance of competitive and equitable benefits and provides eligible employees with first day of hire coverage to medical, dental and vision insurance. Beyond that, we also have generous vacation, sick and holidays, tuition waivers and reimbursement, and a wellness program that are all designed to help you be your happiest and healthiest self. These are all examples of why Rhodes State College is the *Right Place, Right Now.*

Health Plan - United Health Care

Jefferson Health Plan Consortium ~ UMR

Employee Contributions Per Month:

HDHP/HSA	Employee Only	\$117.45
	Employee + Spouse	\$234.91*
	Employee + Child(ren)	\$211.42
	Family	\$320.33*
PPO	Employee Only	\$411.06
	Employee + Spouse	\$822.13*
	Employee + Child(ren)	\$739.93
	Family	\$1,121.14

*Spousal surcharge applies if applicable.

Vision Plan - EyeMed

Employee Contributions Per Month:

Employee Only	\$0.78
Employee + Spouse	\$1.48
Employee + Child(ren)	\$1.56
Family	\$2.29

Dental Plan - Dental Care Plus

Employee Contributions Per Month:

Employee Only	\$5.04
Employee + Spouse	\$15.11
Employee + Child(ren)	\$18.89
Family	\$42.83

Flexible Spending Account (FSA)

Flexible Spending Accounts are administered through Navia Benefits Solutions. The full amount of annual Healthcare FSA's are available at the beginning of the plan year or qualifying event. Contributions are tax deferred.

Health Savings Account (HSA)

If enrolled in Rhodes State College HDHP health insurance, members are eligible to contribute on a tax deferred basis to a Health Savings Account with Avidia Health. IRS guidelines rules and regulations apply.

Basic Life and Basic Accidental Death & Dismemberment Insurance

Monthly premiums are paid by Rhodes State College. Benefit equals three times base annual earnings.

Supplemental Term Life And Accidental Death & Dismemberment Insurance

Additional term life and AD&D insurance may be purchased through CIGNA. Available to employees, spouses and eligible dependents. Employee must enroll for their dependents to be eligible.

Long Term Disability Insurance

Monthly premiums are paid by Rhodes State College through CIGNA. Benefits begin 90 days after the onset of the disability.

Short Term Disability Insurance

Short term disability insurance may be purchased through CIGNA. This plan pays a benefit up to 60% of your weekly earnings to a maximum of \$500 per week for 11 weeks.

Employee Wellness Program

RSC is committed to providing opportunities for wellness and healthier living for all employees. Employees can participate in an online program and after obtaining a designated amount of points each quarter, employees that selected a RSC medical plan are eligible for a \$100 employer funded HRA / HSA contribution.

Sick Leave

Full-time employees accrue sick time at 10 hours (1.25 days) per month. Less than 12 month, full-time, benefits eligible employees earn sick time on a prorated basis.

Right place. *Right now.*

www.rhodesstate.edu/jobs



Retirement

All employees of the College are required to participate in one of the retirement systems administered by the State of Ohio. Contributions are made on a tax-deferred basis. Required contributions per pay:

OPERS Ohio Public Employees Retirement System

Employee Contributions 10%
Rhodes State College Contribution 14%

STRS State Teachers Retirement System

Employee Contributions 14%
Rhodes State College Contribution 14%

Alternative Retirement Plan (ARP)

ARP's are offered to eligible, new, full-time employees at the time of hire. Required contributions per pay:

OPERS Ohio Public Employees Retirement System

Employee Contributions 10%
Rhodes State College Contribution 11.76%

STRS State Teachers Retirement System

Employee Contributions 14%
Rhodes State College Contribution 11.09%

Vacation

Vacation accrual begins on date of hire (prorated if applicable).

Support Staff	0-7 years	80 hours (10 days)
Non-Exempt	8-14 years	120 hours (15 days)
	15-24 years	144 hours (18 days)
	25 years	176 hours (22 days)
Professional Staff	0-10 years	120 hours (15 days)
	11-20 years	144 hours (18 days)
	21 years	176 hours (22 days)
Administrative Staff	0-20 years	144 hours (18 days)
	21 years	176 hours (22 days)
Executive Staff	0-20 years	176 hours (22 days)
	21 years	200 hours (25 days)
Faculty	(12-months)	144 hours (18 days)
Faculty	(9-10 months)	Do not earn or accrue vacation.

Holidays

15 paid holidays each calendar year as designated on the official school calendar:

- Martin Luther King Day
- President's Day (observed during holiday break)
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Columbus Day (observed day after Thanksgiving Day)
- Veteran's Day
- Thanksgiving Day
- *Holiday Break: December 24th – January 1st (includes Christmas Day & New Year's Day)

Tuition Waiver

Faculty and staff are supported 100% for approved credit courses taken at Rhodes State College.

Qualifying spouses, domestic partners and dependent children of eligible faculty and staff members may receive a remission for tuition charged for enrollment in credit courses at Rhodes State College.

Tuition Reimbursement

Eligible faculty and staff can be reimbursed up to \$3000 for undergraduate courses and up to \$5000 for any graduate courses during any calendar year.

Rhodes State College Human Resources

- Andrea Goings, MBA, SHRM-SCP, Vice President
419-995-8302 | goings.a@rhodesstate.edu
- Trisha K. Russell, MBA, Associate Executive Director
419-995-8383 | russell.tk@rhodesstate.edu
- James Young-Nastally, MBA, HR Generalist
419-995-8073 | youngnastally.j@rhodesstate.edu
- Carol Allen, Payroll Specialist
419-995-8438 | allen.c@rhodesstate.edu