CORNERSTONE UNIVERSITY
SUMMARY OF BENEFITS
Eligibility – Full-time

BENEFIT	FACULTY	SALARIED STAFF	HOURLY STAFF
Medical/Dental/Vision Insurance	Full Family Coverage, premiums vary with option selected.	Full Family Coverage, premiums vary with option selected.	Full Family Coverage, premiums vary with option selected.
Flex Spending Accounts Medical Reimbursement and Dependent Care Reimbursement	Yes	Yes	Yes
Life Insurance	$50,000	$50,000	$50,000
L/T Disability Insurance	60% of salary after 90 days of disability; coverage effective at beginning of employment	60% of salary after 90 days of disability; coverage effective at beginning of employment	60% of salary after 90 days of disability; coverage effective at beginning of employment
Retirement (403B TSA) Choices of investments are with TIAA/CREF	3% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment	3% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment	3% salary contribution funded by Cornerstone after one year of employment plus 3% matching available; voluntary contributions may be made during the first year of employment
Educational Benefits Benefit only applies to classes taken at Cornerstone University or GR Theological Seminary	**Employee:** 100% remission in all CU programs after 1 year of employment **Spouse:** 50% remission in all CU programs after 1 year of employment **Dependents**: 100% remission for tuition , technology fee, and registration fee after 1 year of employment	**Employee:** 100% remission in all CU programs after 1 year of employment **Spouse:** 50% remission in all CU programs after 1 year of employment **Dependents**: 100% remission for tuition , technology fee, and registration fee after 1 year of employment	**Employee:** 100% remission in all CU programs after 1 year of employment **Spouse:** 50% remission in all CU programs after 1 year of employment **Dependents**: 100% remission for tuition , technology fee, and registration fee after 1 year of employment
Vacation Days	N/A	10 days the 1st & 2nd year 15 days the 3rd thru 5th year 20 days after the 5th year	10 days the 1st year 15 days the 4th year 20 days the 10th year
Sick Days	9 days per year Accumulate up to 65	10 days per year Accumulate up to 65	10 days per year Accumulate up to 65
Personal Days	N/A	N/A	2 days per year
Lunch Plan in Cafeteria	$17.50 per pay = 240 meals per year	$17.50 per pay = 240 meals per year	$17.50 per pay = 240 meals per year
Moving Allowance	Yes	Upper Management Only	No
Free Admission to Athletic Events	Yes	Yes	Yes
University Bookstore 20% **Discount**	Yes	Yes	Yes
Employee Development Includes seminars, conferences, and graduate degree completion. *This is not an employee benefit or right, but a professional development activity.*	There is a fixed dollar limit per year per faculty member	Covered in full for seminars and conferences: continuing education may be covered in full if job related and under discretion of the Vice President of the respective division.	Covered in full for seminars and conferences: continuing education may be covered in full if job related and under discretion of the Vice President of the respective division.