

Faculty Benefits Summary 2024

MINNESOTA STATE UNIVERSITY MOORHEAD

Minnesota State University Moorhead offers a comprehensive benefits package including health insurance, retirement plans, life and disability insurance, employee assistance program that promotes health and well-being, along with paid leaves and opportunities for continuing education. The benefits listed below are subject to change pending state and federal legislation.

Health, Dental, and Vision Insurance

To be eligible for full employer contribution toward the premiums for health, dental and basic life insurance benefits, a faculty member must be employed for at least 75% time during a 9-month appointment or longer.

All insurance coverages are effective after the 30 (calendar) day waiting period.

Health Insurance as of January 1, 2024

Health Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
Blue Cross Blue Shield of MN	\$19.83	\$39.66	\$475.92	\$135.27	\$270.54	\$3,246.48
HealthPartners	Bi-weekly	Monthly	Annually	Bi-weekly	Monthly	Annually

There are two different medical insurance carriers that employees can choose from that offer the same schedule of benefits. The two carriers have different networks of primary care clinics and specialty providers. All primary care clinics have been assigned one of four cost levels, based on the amount that provider charges for specific medical services. Employees share some of the cost of medical services by paying copays, deductible and coinsurance. The amount of cost sharing depends on the level of the enrollee's primary care clinic. Referrals are generally necessary to see a specialist. Our comprehensive health coverage now includes fertility treatment and mental health services.

Dental Insurance as of January 1, 2024

Dental Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
State Dental Plan (Delta Dental)	\$6.74	\$13.48	\$161.76	\$28.74	\$57.48	\$689.76
HealthPartners	Bi-weekly	Monthly	Annually	Bi-weekly	Monthly	Annually

There are two different dental insurance carriers that employees can choose from, both that offer the same schedule of benefits. Each of the dental plans offers comprehensive coverage for most conditions requiring dental diagnosis and treatment, including orthodontic treatment. Employees should verify with their insurance carrier that their dentist is in-network.

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Vision Insurance as of January 1, 2024

Vision Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
Blue Cross Vision Plan (Davis Vision)	\$2.45 Bi-weekly	\$4.90 Monthly	\$58.80 Annually	\$7.03 Bi-weekly	\$14.06 Monthly	\$168.72 Annually

The Blue Cross Vision plan, partnered with Davis Vision, is optional and designed to supplement your family’s medical coverage. It’s available to benefits eligible employees, whether you’re enrolled in the state’s MN Advantage Health Plan or are covered elsewhere. MN Advantage Health Plan members may select the Blue Cross Vision plan no matter which plan administrator you are enrolled in for your medical coverage. While our medical plan covers your eye exam, the Blue Cross Vision plan helps cover the costs of eyeglasses or contact lenses and offers discounts on LASIK and more. The vision plan uses the Davis Vision network of retailers and independent provider offices.

Basic Life Insurance

The employer provides and pays for the following term life coverage and accidental death and dismemberment coverage for eligible employees. Any premium paid by the State in excess of fifty thousand dollars coverage is subject to tax liability in accord with Internal Revenue Service Regulations. An employee may decline coverage in excess of \$50,000. The basic life insurance policy includes an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

Annual Base Salary	Group Life Insurance	Accidental Death & Dismemberment Principal Sum
\$20,000 or less	\$20,000	\$20,000
\$20,001 to 30,000	\$30,000	\$30,000
\$30,001 to 40,000	\$40,000	\$40,000
\$40,001 to 50,000	\$50,000	\$50,000
\$50,001 to 60,000	\$60,000	\$60,000
\$60,001 to 70,000	\$70,000	\$70,000
\$70,001 to 80,000	\$80,000	\$80,000
\$80,001 to 90,000	\$90,000	\$90,000
\$90,001 +	\$95,000	\$95,000

Optional Life Insurance

The following optional insurance(s) may be purchased through the group insurance program. Certain amounts of initial coverage are available without evidence of insurability.

Life Insurance

- Up to \$500,000 employees may purchase additional life insurance for themselves or their spouse. New employees may apply for life insurance up to two times their annual salary evidence free. Spouse life is available to new employees, evidence free, in amount of \$5,000 or \$10,000. Coverage of \$10,000 for each dependent child/grandchild is also available.

Accidental Death and Dismemberment Insurance

- This optional coverage may be purchased for employees (maximum of \$200,000) and spouses (maximum of \$25,000).

Optional Disability Insurance

Short-term Disability Insurance

- This coverage provides income for up to 180 days if an employee becomes totally disabled due to an illness, injury or pregnancy. Premiums paid by employee.

Long-term Disability Insurance

- This coverage provides income beyond 180 days or total disability. Premiums paid by employee.

Mandatory Retirement Plans

Faculty participate in either the Individual Retirement Account Plan (IRAP) or Teacher Retirement Association (TRA) based on prior retirement service credit in the State of MN. Employees will have one year from the date of retirement eligibility to elect the other retirement plan if they wish to switch. Full-time employees also participate in the Supplemental Retirement Plan after completion of two years of employment.

Plan Name	Bi-Weekly Employer Contributions	Bi-Weekly Employee Contributions
Individual Retirement Account (IRAP)	8.75%	7.75%
Teacher's Retirement Association (TRA)	8.75%	7.75%

Individual Retirement Account Plan (IRAP)

- IRAP is a defined contribution plan in which retirement benefits are based on the dollar amount in your account at retirement. Your account, which includes your contributions, employer contributions, and investment earnings, is yours beginning on the date of your first contribution. You make all the investment decisions, and you can change the investment funds as often as allowed by the fund managers. Employees are fully vested upon entry into State service. Both IRAP and the Supplemental Retirement Plan are managed by TIAA.

Teacher's Retirement Association (TRA)

- TRA is a defined benefit plan (401(a)), which upon retirement, provides you with a monthly benefit for your life based on a formula that includes your final high-five average salary, years of allowable service credit and age at retirement. TRA requires a minimum of three years participation for vesting and provides a guaranteed lifetime annuity.

Supplemental Retirement Program (SRP)

- Participation in SRP is mandatory following two years of full-time covered service regardless of whether you participate in IRAP or TRA. SRP is a defined contribution plan with the same investment vendors as IRAP plan. The employee contributes 5% of salary after the first \$6,000 up to a maximum deduction of \$2,250 a year with an employer match.

Voluntary Retirement Plans

Deferred Compensation Program

- The State of Minnesota Deferred Compensation Plan is a voluntary plan that allows employees to place a portion of earnings into a tax-deferred investment program under section 457 of the Internal Revenue Code. This program is managed by the Minnesota State Retirement System (MSRS). There is a minimum contribution of \$10 per paycheck.

Tax-Sheltered Annuity Program

- A tax sheltered annuity program is a voluntary retirement savings program available to employees of educational institutions. Tax sheltered annuities are often referred to as 403b's-- the IRS code section that regulates this type of plan. This plan allows a Roth option for contributions. This program is managed by TIAA-CREF. There is a minimum of \$10 per paycheck.

Paid Leaves of Absence

Sick Leave

- Twenty (20) days of sick leave are credited to all new full time probationary faculty members at start of employment. After entirely offsetting the sick leave advance through sick leave earned, each faculty member are credited for one (1) additional day of sick leave for each succeeding month during the academic year. Unused sick leave will accumulate without limit.
- Faculty members on a full-time fixed term appointment are credited upon initial employment with one (1) day of sick leave for each month of service.
- For faculty members who separate from the University with 20 years of service, a percentage of the sick leave balance is converted into a severance payment. This payment is deposited into a Health Care Savings Plan account.

Personal Leave

- Three days of emergency or personal leave are available in a fiscal year.
- Other paid leaves include military, court related, bereavement and sabbatical leave.

Other Benefits & Programs

Flexible Spending Account – FSA (Pre-Tax) Benefits

- The Medical/Dental Expense Account allows employees to pay for certain medical and dental expenses with pre-tax dollars that are not covered by insurance. The Dependent Care Expense Account allows employees to pay for dependent care expenses with pre-tax dollars. There are maximum deposit limits of \$3,200 per year for the Medical/Dental (MDEA) and \$5,000 per year for the Dependent Care (DCEA) accounts.
- There are two transit expense accounts also available: Parking Expense Account and Bus Pass/Van Pool Expense Account.

Health Reimbursement Account

- Effective January 1, 2024, the Employer shall make a lump-sum contribution of one thousand dollars (\$1000.00) to each insurance eligible employee's Health Reimbursement Arrangement (HRA) account at the beginning of each calendar year.
- The HRA can be used to reimburse the employee for certain out-of-pocket medical and dental expenses. Unused funds in the HRA account can roll-over from year to year, without being forfeited, as long as the participant continues to be actively employed, or chooses COBRA coverage at termination of employment. If the employee reaches a certain threshold amount, further contributions will be directed to a Health Care Savings Plan (HCSP).

Employee Assistance Program

- A cost-free, confidential, and voluntary service available to employees and their immediate family members. The Employee Assistance Program offers free personal and family counseling, consultations for financial and legal matters, concierge services, well-being webinars, and much more.

Discounts

- Healthy Discounts are available to employees who elect medical coverage through the State of MN. Blue Cross Blue Shield and HealthPartners partner with a variety of health and wellness organizations to provide discounted programs and services. Examples include discounted fitness programs, hearing and vision services, nutrition packages, various apparel, personal care items, pet and baby items, and much more!
- Some local and national companies offer discounts for government employees. You may be eligible to receive a discount if you let them know you work for the State of MN.

Tuition Waiver

- Full-time faculty (tenure track & non-tenure track), part-time probationary faculty, and part-time tenured faculty are eligible to enroll in courses at any state university in the Minnesota State System without payment of tuition or fees, except laboratory and special course fees. Such enrollment shall not exceed 30 credits for a year. For purposes of this provision, a credit year is fall semester through summer semester.
- Part-time fixed-term faculty, and adjunct faculty are eligible to enroll in courses at any state university in the Minnesota State System without payment of tuition or fees, except laboratory and special course fees. However, the number of credits available for this tuition and fee waiver shall be equal to the number of credit hours taught within the year described above. The tuition and fee waiver must be used in the period from the

first day of fall semester to the day before the succeeding fall semester in which the faculty member is employed. The faculty member's spouse or dependent children may share this right within the credit limit established above, with waiver of tuition only. Proof of financial dependency is not required.

Credit Union

- Employees may become members of the Affinity Plus Credit Union. A credit union is like a bank in that it serves daily financial needs, but a credit union is a not-for-profit institution owned by its account holders. Affinity has a branch location on campus in our Comstock Memorial Union.

Public Sector Loan Forgiveness Program (PSLF)

The Public Sector Loan Forgiveness Program (PSLF) was established by Congress in 2007 to encourage individuals to work in public service by forgiving the remaining student loan balance of their federal Direct Loans after they have made 120 qualifying payments while employed by a qualifying employer. Minnesota State University Moorhead is a qualifying employer.

To participate you must make 120 qualifying monthly payments:

- On a federal Direct Loan
- While employed in full-time paid work for Minnesota State University Moorhead or another qualifying employer (or in multiple part-time positions equal to full-time for qualifying employer(s))
- Through a qualifying repayment plan

Although not required, employees are strongly encouraged to complete an annual [Employment Certification for PSLF Form](#) and submit the completed forms to [FedLoan Servicing](#). Contact your student loan servicer(s) to determine if you have qualifying loans and to discuss the best options for you. Additional information is also available at the [OHE website](#), and at the U.S. Department of Education website [Federal Student Aid](#).

Savi (for the PSLF Program)

Minnesota State partners with Savi, a service provided to help employees navigate student debt forgiveness and find the best loan servicing programs. [Savi Essential](#) can help you navigate the complex rules and procedures with the PSLF program. For an annual fee of \$60, Savi can support you with various Public Sector Loan Forgiveness (PSLF) tasks, handle paperwork on your behalf and remind you when it's time to recertify for the next year. Specifically, Savi can help you:

- Determine if your loan(s) qualify for forgiveness
- Identify the best repayment method for your loan and your estimated monthly payment
- Estimate how much money will be forgiven and when
- Consolidate your loan(s), if needed, to conform with the PSLF Limited Waiver requirements
- Generate any required forms, help you complete them, check them prior to submission and then submit them on your behalf
- Monitor your submitted applications and forms with loan servicers and your employer
- Track your PSLF credits once you start making loan payments under the program
- Update you on any policy changes