



Cornerstone  
UNIVERSITY®

**SUMMARY OF BENEFITS**

**Eligibility – Full-time**

BENEFIT	FACULTY	STAFF
<b>Medical/Dental/Vision</b>	Choice of 2 Blue Cross plans in MI; 1 Blue Cross plan for non-MI residents. CU covers much of the cost; Employee Premiums vary with options selected. Employees can elect a Health Savings Account or Flexible Spending Account.	
<b>Life Insurance</b>	The university provides the first \$50,000, employees can purchase additional amounts for themselves and their dependents.	
<b>Long Term Disability</b>	60% of salary after 90 days of disability. Coverage effective at beginning of employment.	
<b>Retirement (403-b) Plan</b> <i>Employees select from multiple investment options.</i>	Voluntary contributions may be made immediately. After a one-year waiting period, the university contributes a 4% salary contribution plus a dollar for dollar match up to 3%.	
<b>Educational Benefits</b>	<p><b>Tuition Remission</b>, not including fees or books, for employees and their dependents begins after 3 months of employment for CU + CTS classes.</p> <ul style="list-style-type: none"> <li>• <b>Employee:</b> 100% remission in all CU programs</li> <li>• <b>Spouse:</b> 50% remission in all CU programs</li> <li>• <b>Dependents:</b> 100% remission for tuition</li> </ul> <p><b>Tuition Assistance:</b> Allows employees to apply for partial tuition reimbursement for a job-related degree not offered at CU/CTS.</p> <p><b>Tuition Exchange:</b> The university participates in 2 networks with other universities to allow dependent children to apply for tuition remission at multiple other universities. Contact Admissions.</p>	
<b>Vacation Days</b>	N/A 9/10-month faculty are not expected to work during part of May, June, July, and part of August.	Years 1 – 3: 10 days/year Years 4 - 8: 15 days/year Years 8+: 20 days/year
<b>Sick Days</b>	N/A	10 days per year. Accumulate up to 65
<b>Meal Plan in Cafeteria</b>	Employees can purchase discounted meals via payroll deduction or in 10-packs.	
<b>Moving Allowance</b>	Yes	Yes, for upper management
<b>Golden Eagle Athletic Events</b>	Yes – free admission for employees and their families	
<b>University Bookstore Discount</b>	Yes – 20% off merchandise	
<b>Employee Assistance Program (EAP)</b>	University-funded, confidential support for the well-being and mental health of employees and members of their household through: Professional Counseling; Virtual Concierge Services; Vast Resources from Professionals; Employee Discounts; and Healthcare Advocacy.	

Employee Benefits are governed by Plan Documents, are summarized in the CU Benefit Guide, and can be changed at any time.

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