



Cornerstone
UNIVERSITY®

SUMMARY OF BENEFITS

Eligibility – Full-time

BENEFIT	FACULTY	STAFF
Medical/Dental/Vision	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.	
Life Insurance	The university provides the first \$50,000, employees can purchase additional amounts for themselves and their dependents.	
Long Term Disability	60% of salary after 90 days of disability. Coverage effective at beginning of employment.	
Retirement (403-b) Plan <i>Employees select from multiple investment options.</i>	Voluntary contributions may be made immediately. After a one-year waiting period, the university contributes a 2% salary contribution plus a dollar for dollar match up to 3%.	
Educational Benefits	Tuition Remission, not including fees or books, for employees and their dependents begins after 3 months of employment for CU + CTS classes. • Employee: 100% remission in all CU programs • Spouse: 50% remission in all CU programs • Dependents: 100% remission for tuition Tuition Assistance: Allows employees to apply for partial tuition reimbursement for a job-related degree not offered at CU/CTS. Tuition Exchange: The university participates in 2 networks with other universities to allow dependent children to apply for tuition remission at multiple other universities. Contact Admissions.	
Vacation Days/ Holidays	N/A 9/10-month faculty are not expected to work during part of May, June, July, and part of August.	Vacation: Years 0 – 3: 10 days/year Years 4 - 8: 15 days/year Years 8+: 20 days/year Holidays: At least 16 days/year
Sick Days	N/A	10 days per year. Accumulate up to 65
Meal Plan in Cafeteria	Employees can purchase discounted meals via payroll deduction or in 10-packs.	
Moving Allowance	Yes	Yes, for upper management
Golden Eagle Athletic Events	Free admission for employees and their families	
University Bookstore	20% employee discount off merchandise	
Employee Assistance Program (EAP)	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.