



2025 FACULTY BENEFIT SUMMARY SHEET

BENEFIT	DESCRIPTION
<p>Medical Insurance</p> <p>90 Day waiting period for new hires for health insurance: Health Insurance Waiting Period Policy: <i>Employees hired on or before the 25th of the month will have active coverage effective the 1st day of the third month of employment (the first of the month following 90 days of employment) i.e. DOH 8/22/2022 HI effective date 12/1/2022.</i> <i>Employees hired on or after the 26th of the month will have active coverage on the 1st day of the fourth month of employment (the first day of the month following 90 days of employment) i.e. DOH 8/29/2022 HI effective date 1/1/2023.</i></p>	<p><u>NYSHIP Empire Plan PPO</u> Individual: \$109.05/month Family: \$280.00/month</p> <p>\$1,500 paid annually to the employee with proof of existing insurance.</p>
<p>Dental Insurance</p> <p>Dental and Vision Insurance Waiting Period Policy: <i>Employees hired on or before the 25th of the month will have active coverage effective the 1st day of the month following the date of hire. I.e. DOH 8/22/2022 effective date 9/1/2022.</i> <i>Employees hired on or after the 26th of the month will have active coverage effective the 1st day of the SECOND month following the date of hire. I.e. DOH is 8/29/2022 effective date 10/1/2022.</i></p>	<p><u>Delta Dental PPO</u> Individual Coverage: \$49.06/month Employee & Spouse: \$90.50/month Employee & Child(ren): \$84.43/month Family Coverage: \$131.32/month</p>
<p>Vision Insurance</p>	<p><u>Guardian Vision:</u> Individual Coverage: \$7.01/month Family Coverage: \$15.10/month</p>



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Group Life/AD&D Insurance	No employee contributions, paid entirely by the College. Value is salary rounded to the next thousand.
Voluntary Life Insurance	Employees at SUNY Sullivan have the option to purchase their own life insurance policy and have it paid through payroll deductions. This benefit is offered through Colonial. By purchasing this insurance as an employee you receive it at a discounted, group rate.
Short Term Disability	No employee contributions, paid entirely by the College. Value is salary rounded to the next thousand. Short-term disability is offered through Shelterpoint.
Long Term Disability	No employee contributions, paid entirely by the College. Value is salary rounded to the next thousand. Must be a full time employee at SUNY Sullivan for 14 months prior to being eligible for this benefit.
Dependent Care/Flexible Spending	Employees at SUNY Sullivan have the opportunity to enroll in a flexible spending program that can be used for Dependent Care expenses and/or FSA items. This benefit is offered through Paychex.
Voluntary Accident/Critical Illness coverage	Coverage is offered through Aflac or Colonial and paid through payroll contributions. By purchasing this insurance as an employee you receive it at a discounted, group rate.
Paid Time Off	<ul style="list-style-type: none">• Sick Time: 12 days annually, 6 days per semester• Personal Time: 5 days annually• Bereavement: 4 days annually• Cancer Screening: 4 hours annually• Unused personal time converts to sick time.



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Holidays	SUNY Sullivan observes the following holidays, some are observed on the traditional date, while others are floated to winter break. Labor Day, Columbus Day, Election Day, Veteran’s Day, Thanksgiving Day, Day after Thanksgiving, ½ Day Christmas Eve, ½ Day New Year’s Eve, Christmas Day, New Year’s Day, Martin Luther King Jr. Day, Lincoln’s Birthday, Washington’s Birthday, Memorial Day, Juneteenth, and Independence Day
Summer Fridays	SUNY Sullivan Faculty are 10-month employees. They are not required to work during summer or winter breaks.
NYS Retirement	Employees at SUNY Sullivan have access to state retirement, ERS, TRS, or the SUNY ORP. Employees also have access to NYS Deferred Compensation, and optional 403(b) plans.
403 B Plan	Employees at SUNY Sullivan have the opportunity to save money for retirement using a 403(b). You have the option to choose from the following four vendors. AIG/VALIC, Voya, TIAA, and Fidelity. Employees can contribute any amount they would like to their plan.
NYS Deferred Compensation	Employees at SUNY Sullivan have the opportunity to save money for retirement using a 457. The vendor for this option is New York State Deferred Compensation.
NYS 529 College Savings Plan	Employees at SUNY Sullivan have the opportunity to save for their children’s college fund using a 529 College Savings Plan.



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Tuition Assistance	<p>SUNY Sullivan offers tuition reimbursement through SUNY. In order to qualify employees must currently be enrolled in a degree program at another SUNY school.</p> <p>SUNY Sullivan also offers free classes to employees who enroll in classes at the College.</p>
Employee Assistance Program (EAP)	<p>SUNY Sullivan employees have access to our free and comprehensive Employee Assistance Program. The EAP is not just for counseling services, but help with financial, legal, career services, trainings, and more!</p>
Tickets At Work	<p>Employees of SUNY Sullivan have access to TicketsAtWork, a free benefit for discounted national & local experiences, travel, entertainment, and more!</p>
More Unique Benefits at SUNY Sullivan	<p>Community garden Solar field Wellness committee hour weekly Apiary Walking trails Use of on campus gym facilities Volleyball court</p>