# IVY TECH ADJUNCT FACULTY/PART-TIME EMPLOYEE BENEFITS OVERVIEW

This overview is provided as a summary of benefits available to **Part-Time Employees** of the College. Because there are many benefits and a number of important facts about each benefit, this is intended only as a summary. In case of conflict between this sheet and the actual plan document, the latter prevails.

| BENEFIT | DESCRIPTION | ELIGIBILITY | COST | WHEN TO ENROLL | HOW TO ENROLL |
|---|---|---|---|---|---|
| **VOLUNTARY BENEFITS** | | | | | |
| **Vision Plan**<br>VSP | Vision care plan accepted by many providers with $15 copay for routine eye exam annually; $20 copay for frames every 24 months; $20 copay for single vision, bifocal, or trifocal lenses; option of contact lenses every 12 months in lieu of glasses. | All employees and retirees. | You pay the entire premium at lower negotiated group rate. | Eligible employees can enroll within 31 days from date of hire/new assigment or qualifying event. | Complete the enrollment paperwork and send it to the vendor. Coverage is effective the first of the month following enrollment. |
| **Identity Theft Protection**<br>Aura | Employees choose between Total Monitoring and Premier Services. Protection includes a credit score analysis, credit monitoring, 24/7 dark web monitoring, identity restoration and more. | All employees and eligible family members on first of month following hire date. | You pay the entire premium at lower negotiated group rate. | Eligible employees can enroll within 31 days from Date of hire/new assignment. | Employees can enroll online. Coverage is effective the first day of the month following date of enrollment. |
| **Employee Assistance Program**<br>SupportLinc | Employees can call the EAP to receive confidential guidance and assistance with family issues, finding child and adult care, workplace concerns, legal and financial issues, stress, health and wellness, and any other issues that concern them.<br><br>The EAP offers up to **six free in-person or virtual visits** with a counselor per issue, per year, for everyone living in your household. Legal consultation, financial planning and consultation, and many online resources are available. | All employees and members of your household are eligible on your first day of employment. | No cost to you. | N/A | N/A |
| **RETIREMENT PROGRAMS** | | | | | |
| **403(b) Defined Contribution Plan**<br>Voya | Employees can make pre-tax contributions and/or Roth post- tax contributions through payroll deduction. | All employees. | You choose the amount up to IRS limits for retirement programs. | Employees can enroll at any time. | Login to ivytech.voya.com<br><br>Contributions begin as soon as administratively possible. |
| **457(b) Deferred Compensation Plan**<br>Voya | Employees can make pre-tax contributions and/or Roth post- tax contributions through payroll deduction. | All employees. | You choose the amount up to IRS limits for retirement programs. | Employees can enroll at any time. | Login to ivytech.voya.com<br><br>Contributions begin as soon as administratively possible. |
| **EDUCATIONAL ASSISTANCE** | | | | | |
| **Fee Remission Waiver** | Ivy Tech courses up to 6 credit hours per semester during the term the employee is actively employed. The spouse and/or dependent children may also enroll for up to 6 credit hours per semester provided the eligiblity criteria are met. | A permanent part-time employee that has completed one full year of service with the College. | Tuition and Ivy+Textbook Fees are waived. | Eligible employees mst complete Fee Remission form prior to the star of the term. | Contact your local Human Resources Department to obtain the Fee Remission Waiver form. |

***Detailed information about the benefits listed here can be found on the Benefits Website.***