

Detailed information about all these benefits and programs can be found in the

- [Your Health Plan Options](#)
- [Health Insurance Premiums](#)
- [Benefits at a Glance](#) (Health Insurance Options Comparison)

FLEXIBLE SPENDING ACCOUNTS

Enrolling in a health and/or dependent care flexible spending account (FSA) allows employees who are eligible health plan members to set aside part of their salary on a pre-tax basis each pay period to pay for certain out-of-pocket expenses. You can use a Health FSA to pay for medical, dental and vision care expenses not covered by your health plan. A

UNIVERSITY PRIVILEGES

All employees are eligible for an employee identification card, ONE Card. ONE cards allow an employee and their dependents, spouse and children up to 23 years old, access to University recreational facilities during evenings and weekends when school is in session; full use and borrowing privileges from McConnell Library; and ad

SICK LEAVE for ORP PARTICIPANTS

T&R Faculty contracted for 9 months or more can earn 96 hours (12 days) of sick leave at the beginning of the academic year. Any faculty member working less than 9 months will have sick leave prorated in relation to the number of months worked. Accumulation of sick leave is unlimited. T&R Faculty hired on or after 01/01/94 are not paid for unused balances upon termination of employment.

SICK LEAVE for VRS PARTICIPANTS

T/R Faculty selecting the VRS who are eligible for VRS Plan 1 or Plan 2 may participate in the sick leave program described for ORP participants or participate in the