Employee Benefits

Equal Employment Opportunity
Affirmative Action Statement

The policy of Southern Arkansas University Tech, has been and continues to be that cultural diversity is essential to the educational process. The objective of SAU Tech is to recruit, hire, educate, train and promote into all job levels the most qualified applicants without regard to race, color, religion, sex, age, national origin, or disability. SAU Tech is an equal employment opportunity and affirmative action institution of higher education.

Inquiries or complaints concerning provisions of the Americans with Disabilities Act should be addressed to the Chancellor.

SOUTHERN ARKANSAS UNIVERSITY TECH
Vision Statement
Southern Arkansas University Tech is recognized for excellence in academic technical education. The college is devoted to the students’ personal, social, intellectual and professional development. Students achieve their educational objectives in an atmosphere of open communication and mutual respect.

Mission Statement
Southern Arkansas University Tech is a comprehensive, two-year, public college committed to providing quality educational programs to meet the need of its service area. Within its resources, the college accomplishes its mission through technical career programs, transfer curricula, continuing education, developmental education, and administrative, student, and community services.

Leave Time
Leave plus 11 paid holidays

I. Leave and holiday benefits

A. Nine-month faculty/staff:
   Annual leave as provided by the academic calendar.
B. Twelve-month faculty/staff:
   Annual leave may accumulate to 240 hours and is earned as follows:

   1. Classified Staff
      1-3 years  8 hrs a month
      3-5 years  10 hrs a month
      5-12 years 12 hrs a month
      12-20 years 14 hrs a month
      20+ years   15 hrs a month

   2. Non-Classified or Faculty
      1-12 years  12 hrs a month
      12-20 years 14 hrs a month
      20+ years   15 hrs a month

II. Faculty and staff earn sick leave at one day (8 hrs) per month of service. Sick leave may accumulate to 960 hours.

III. Other leaves: jury duty, political activities, leave of absence without pay, military and educational.

IV. Family and Medical Leave Act. This benefit provides for up to 12 weeks unpaid/paid leave for the following reasons:

   A. Birth of a child to faculty/staff member.
   B. Child placement with faculty/staff member for adoption or foster care.
   C. Serious health condition of faculty/staff member, spouse, child, or parent.

V. Catastrophic Leave (Staff Only). This leave is designed to cover absence from work for catastrophic illness by the staff member, or injury when normal annual sick leave have been exhausted. Staff member must meet state and university requirements to be eligible for this benefit.

Employee Benefits

SAU TECH
P.O. Box 3499
Camden, AR 71711

Phone: (870) 574-4500
Fax: (870) 574-4489

www.sautech.edu
Medical Insurance
Health Advantage HMO/POS
80/20 co-insurance in network
60/40 co-insurance out of network
$600 deductible

Employee cost paid by SAU Tech: $402.08
Employee + Spouse: $474.58
Employee + Children: $193.16
Family Coverage: $707.60

- employee cost per month

3-Tier Value Formulary drug plan with the following co-pays:
Non-Preferred Brand  $55.00 – the doctor and/or your choice
Preferred Brand  $35.00 - Blue Cross choice
Generic  $15.00 - the pharmacist’s choice

Air Evac Membership
Membership in Air Evac Ambulance Service is paid by SAU Tech for the employee and his household.

Life Insurance
The amount of coverage is 1.5 x annual salary for all employees. Accidental death and dismemberment coverage is also included.
Coverage is paid by SAU Tech.
Dependent Life: $5.10 per month
Children from 6 months old up to 23 years old — $ 10,000
Spouse— $10,000

Social Security
All faculty/staff are included in social security system and SAU Tech matches the employee contribution.

Unemployment Insurance
Coverage is paid by SAU Tech.

Worker's Compensation Benefits
Coverage is paid by SAU Tech. The State of Arkansas requires faculty/staff to use the USAble’s PPO network.

Retirement Programs
All full-time appointed faculty/staff are required to participate in a retirement program. The actual program selected may vary based on date of initial employment, previous participation in a retirement program, and legislative eligibility requirements. Faculty, non-classified administrative, professional staff, and classified staff may choose any of the two options given.

Option I
Optional 403B Retirement Plan
Funds sponsored are: TIAA-CREF, VALIC, Lincoln National Life, and Jackson National Life. Employee must contribute 6%-10%. SAU Tech will contribute 10%. Contributions are taxed deferred. Vesting occurs on a monthly basis. SAU Tech’s matching contribution cannot be withdrawn or transferred before age 55 with 10 years of service and termination of SAU Tech employment.

Option II
Arkansas Public Employees Retirement System-Defined Benefit Program. Vesting occurs with five years of service. Contributory requires a participant to contribute 5% SAU Tech contributes 14.75%.

*SAU Tech’s contribution is set by the Arkansas General Assembly and applicable retirement system.

*Participation in LOPFI and ATRS based on verification of eligibility and approval from the respective plan.

Flexible Spending Plan
Internal Revenue Section 125 plan for faculty/staff which reduces taxable income for medical, health insurance and child care expenses withheld in accordance with IRS guidelines. Payroll deductions included in the flexible spending plan are not subject to federal, state, or social security taxes.

SAU Tech Tuition Waiver
Full-time appointed employees, their spouses and dependent unmarried children through age 26 are eligible for full tuition waiver at the SAU Tech campus.

SAU Magnolia Tuition Waiver
Full tuition waiver for faculty/staff, spouse or unmarried dependent children of faculty/staff through age 26. Eligible at start of next term after date employed (effective July 1, 2007).

Payroll Distribution
SAU Tech payroll is distributed on a monthly basis on the last working day of the month.