



Benefits Overview for School of Law Professional Staff

Blue Cross Blue Shield of RI-HealthMate Coast to Coast
Individual Bi-weekly Cost is 1.25% of base salary*
Family Bi-weekly Cost is 2.5% of base salary*
\$15 Office Visit Co-pay, \$20 Office Visit Co-pay for Specialists
\$100 ER Co-pay
\$20 Walk-in Co-pay
\$7 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name
No in network deductibles
See Summary of Benefits for Out of Network Coverage

100% Employer Paid Dental Insurance Delta Dental of RI
No cost to employees for individual or family dental coverage
RWU Cost for Family Coverage per Month \$101.01
RWU Cost for Individual Coverage per Month \$31.28
\$1,200 per person annual maximum
Preventative and minor restorative services covered at 100%
Periodontal and major restorative services covered at 50%
Orthodontics for dependent children covered at 50% up to \$1,200 lifetime maximum
No deductible

Buyback available if medical and dental insurance is waived
Family Medical and Dental Buyback \$3,000 per year (\$250 monthly)
Individual Medical and Dental Buyback \$1,100 per year (\$91.66 monthly)

100% Employer paid Term Life Insurance (\$60,000 death benefit)

100% Employer paid Short and Long Term Disability Insurance
Short Term Disability will supplement Rhode Island Temporary Disability Insurance for 24 weeks
Long Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks

403(b) with TIAA-CREF or VALIC Retirement
Contribute 5% of salary and RWU will contribute 8% or 10% of salary depending on salary level
No waiting period to begin contributions and receive match
Immediate vesting

Accrue up to 20 paid vacations days per year
Accrue up to 15 paid sick days per year
14 paid holidays per year
5 paid bereavement days depending on relationship of deceased
Tuition Remission for employee, spouse, and/or dependent child for appropriately authorized educational programs at RWU**
Tuition Reimbursement for employee for classes taken at another institution**
Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren)**
Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses
Worker's Compensation
Free Parking

**Subject to a current cap of \$3,000.00*

**Eligible after 6 months of continuous full-time employment.*

See specific policies for additional information regarding conditions, restrictions, parameters and protocol.

These benefits are subject to change and are not consideration for any employment agreement.