

## **Policy to Provide Benefits to Dependents of Deceased Faculty and Administrative Staff**

### **PURPOSE**

To formally define benefits to be extended to the spouse and/or children\* of deceased faculty and administrative staff.

\* As defined by applicable federal law.

<b>ELIGIBILITY - LEVEL 1</b>
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- full-time faculty and administrative staff
- minimum age and service requirements met at time of death, as described below

### **Dependents Eligible for Benefits Described Below If Employee's:**

<b><u>Attained Age was At Least:</u></b>	<b>AND</b>	<b><u>Combined Age + Service Is At Least:</u></b>
50		75
52		74
54		73
56		72
58		71
60		70

### **BENEFITS TO BE EXTENDED IF ELIGIBLE UNDER LEVEL 1**

**1) HEALTH CARE:**

- spouse and children remain eligible for health coverage as subscribed to at the time of employee's death
- coverage will be available at the same cost the employee would be paying if still working
- this "bridge" applies from time of death until 65th birthday of employee would have occurred
- after "bridge", spouse and any eligible dependents treated same as retiree spouses/dependents

**2) TUITION BENEFITS:**

- children remain eligible for tuition remission, tuition assistance, and tuition exchange [as allowed by regulations] benefits on the same basis as active faculty and staff
- spouse remains eligible for tuition benefits for a period of 2 years, on the same basis as spouses of active faculty and staff

**3) USE OF FACILITIES:**

- spouse and children remain eligible to use the University's athletic facilities on the same basis as spouses/children of active faculty and staff

## **ELIGIBILITY - LEVEL 2**

- full-time faculty and administrative staff
- completed 10 or more years of service at time of death, but does not qualify under Level 1 criteria

### **BENEFITS TO BE EXTENDED IF ELIGIBLE UNDER LEVEL 2**

#### **1) HEALTH CARE:**

- spouse and children eligible for COBRA
- for first 12 months, University would subsidize COBRA so that surviving spouse's cost is same as employee's would have been for that period

#### **2) TUITION BENEFITS:**

- children eligible to finish a college program already begun
- spouse remains eligible for tuition benefits for a period of 2 years, on the same basis spouses of active faculty and staff

#### **3) USE OF FACILITIES:**

- spouse and children remain eligible to use the University's athletic facilities for a period of 2 years, on the same basis as spouses/children of active faculty and staff

## **ELIGIBILITY - LEVEL 3**

- full-time faculty and administrative staff
- does not meet either Level 1 or Level 2 criteria

### **BENEFITS TO BE EXTENDED UNDER LEVEL 3**

#### **1) HEALTH CARE:**

spouse and children eligible for COBRA

#### **2) TUITION BENEFITS:**

spouse and children eligible to finish the academic year which had already begun

**3) USE OF FACILITIES:**

spouse and children remain eligible to use the University's athletic facilities for a period of 2 years, on the same basis as spouses/children of active faculty and staff

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