

Benefit	Faculty Full-Time	Faculty Part-Time
Annual Leave	Earn 16 hours each month and it is accrued on the 16th day of each month, for a total of 192 hours per year; 160 hours carried over from year to year (Jan 10th); up to 120 hours paid at separation	Prorated from the full-time accrual rate based on the number of hours worked.
Parental Leave	<b>8 paid weeks</b> (must be FMLA eligible).	<b>8 paid weeks</b> (must be FMLA eligible). Hours taken will be counted on a pro-rated basis corresponding to the percentage of hours normally scheduled to work.
Holidays & Additional Leave	State employees typically receive 12 paid holidays* per calendar year with additional time sometimes granted by the Governor. ODU defers 3 holidays (George Washington Day, Columbus & Yorktown Victory Day, and Veteran's Day) to use for winter break.	Holiday hours are prorated for employees working less than full-time proportionate to hours normally scheduled.
Sick Leave/LTD/STD  <i>*Note:</i> Faculty that enroll in the Hybrid retirement plan may choose between VSDP or University Sick Leave Plan. Faculty that enroll in the Optional Retirement Plan (ORP) will be enrolled in University Sick Leave.	<p><b>University Sick Leave Plan - Provides 1000 hours of sick leave each year.</b> It is front loaded as a lump sum on each June 10<sup>th</sup> with no rollover and no payout. Short term disability and long-term disability are <u>not</u> included and voluntary disability benefits are available.</p> <p><b>Virginia Sickness and Disability Program-Provides 64hrs sick leave and 32hrs family &amp; personal leave</b> (amounts increase after 5 years of service). <b>Leave is front loaded each Jan 10<sup>th</sup></b> and balances do not roll over. Employees are eligible for LTD and STD benefits after one year. STD and LTD provide 60% income replacement (STD income replacement increases at 60 months of state service). <b>Employees are not required to exhaust paid leave prior to STD benefits beginning.</b></p> <p><b>Prior state service counts toward sick leave and family and personal leave amounts.</b></p>	<p><b>University Sick Leave Plan – Prorated from the full-time accrual rate based on the number of hours worked.</b></p> <p><b>Virginia Sickness and Disability Program-Provides 32hrs sick leave and 32hrs family &amp; personal leave</b> (amounts increase after 5 years of service). <b>Leave is front loaded each Jan 10<sup>th</sup></b> and balances do not roll over. Employees are eligible for LTD and STD benefits after one year. STD and LTD provide 60% income replacement (STD income replacement increases at 60 months of state service). <b>Employees are not required to exhaust paid leave prior to STD benefits beginning.</b></p> <p><b>Prior state service counts toward sick leave and family and personal leave amounts.</b></p>

\* For illustrative purposes, please refer to the ODU website for the current holiday schedule.

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Basic Group Life Insurance	Employer Paid group life insurance coverage equal to the employee's annual salary rounded to the next highest thousand, then doubled. This is the amount of the benefit payable upon natural death.	Employer Paid group life insurance coverage equal to the employee's annual salary rounded to the next highest thousand, then doubled. This is the amount of the benefit payable upon natural death.
Retirement <i>*Note: Faculty may choose between the VRS Hybrid Plan and the Optional Retirement Plan.</i>	<p><b>Optional Retirement Plan (ORP)</b></p> <ul style="list-style-type: none"> <li>• <b>401(a) Defined Contribution Plan (DCP) offered through TIAA and Mission Square</b></li> <li>• <b>ODU provides 8.5% contribution with a required employee contribution of 5%.</b></li> <li>• Vesting is immediate</li> <li>• Optional 403b, 457b and 401a "cash match" plans are available for employees that wish to contribute more than the mandatory contribution to the DCP.</li> </ul> <p><b>VRS Hybrid Plan</b></p> <ul style="list-style-type: none"> <li>• Administered by the Virginia Retirement System (VRS).</li> <li>• Plan consists of a <b>Defined Benefit (DB) component which provides a lifetime monthly benefit</b> based on a formula and a <b>Defined Contribution (DC) component</b>.</li> <li>• <b>Employees are required to make a contribution of 5% - 4% to the DB component and 1% to the DC component</b></li> <li>• <b>Employees are vested in the DB component with 5 years of service credit.</b> Employees may contribute up to 4% more to the DC component.</li> </ul> <p>Includes an employer contribution.</p>	<p><b>Optional Retirement Plan (ORP)</b></p> <ul style="list-style-type: none"> <li>• <b>401(a) Defined Contribution Plan (DCP) offered through TIAA and Mission Square</b></li> <li>• <b>ODU provides 8.5% contribution with a required employee contribution of 5%.</b></li> <li>• Vesting is immediate</li> <li>• Optional 403b, 457b and 401a "cash match" plans are available for employees that wish to contribute more than the mandatory contribution to the DCP.</li> </ul> <p><b>VRS Hybrid Plan</b></p> <ul style="list-style-type: none"> <li>• Administered by the Virginia Retirement System (VRS).</li> <li>• Plan consists of a <b>Defined Benefit (DB) component which provides a lifetime monthly benefit</b> based on a formula and a <b>Defined Contribution (DC) component</b>.</li> <li>• <b>Employees are required to make a contribution of 5% - 4% to the DB component and 1% to the DC component</b></li> <li>• <b>Employees are vested in the DB component with 5 years of service credit.</b> Employees may contribute up to 4% more to the DC component.</li> </ul> <p>Includes an employer contribution.</p>
Health, Dental, and Vision	Employees may select coverage from five health insurance plan options. Commonwealth of Virginia (ODU) plans include COVA Care, COVA HealthAware, COVA HDHP (High Deductible Health Plan), and Optima Health Vantage HMO Plan. The Kaiser Permanente HMO plan is offered in certain Northern Virginia zip codes. There is also a Tricare Supplemental Plan. All plans, except the Tricare Supplemental Plan, include an Employee Assistance Program (EAP). Dental and vision benefits are bundled with the health plans. There are no stand-alone dental and vision plans.	Employees may select coverage from five health insurance plan options. Commonwealth of Virginia (ODU) plans include COVA Care, COVA HealthAware, COVA HDHP (High Deductible Health Plan), and Optima Health Vantage HMO Plan. The Kaiser Permanente HMO plan is offered in certain Northern Virginia zip codes. There is also a Tricare Supplemental Plan. All plans, except the Tricare Supplemental Plan, include an Employee Assistance Program (EAP). Dental and vision benefits are bundled with the health plans. There are no stand-alone dental and vision plans. Employees working less than 30 hours per week pay both the employee and employer portions of the premiums.
Flexible Spending Accounts	Employees can elect to enroll in medical and dependent care spending accounts.	Employees can elect to enroll in medical and dependent care spending accounts.
Employee Assistance Program	The EAP provides services for a wide range of issues, including confidential assistance with personal, family, marital, or substance abuse problems at no cost to employees and their eligible dependents and household members, who are enrolled in a Commonwealth of Virginia health care plan.	The EAP provides services for a wide range of issues, including confidential assistance with personal, family, marital, or substance abuse problems at no cost to employees and their eligible dependents and household members, who are enrolled in a Commonwealth of Virginia health care plan.

Benefit	Faculty Full-Time	Faculty Part-Time
Tuition Assistance	Six credit hours for Fall, Spring and Summer semester for employees. Spouse and dependents are eligible for six credit hours in the Fall and Spring semester after employee completes one year of employment.	Three credit hours for Fall, Spring and Summer semester for employees. Spouse and dependents are not eligible.
Voluntary Benefits	Legal Resources/Identity Theft Plans, AFLAC supplemental insurance, Whole Life Insurance, Optional Life Insurance, Accidental Death & Dismemberment, Supplemental Long-Term Disability, Long Term Care Insurance	Legal Resources/Identity Theft Plans, AFLAC supplemental insurance, Whole Life Insurance, Optional Life Insurance, Accidental Death & Dismemberment, Supplemental Long-Term Disability, Long Term Care Insurance

ODU may make modifications or changes to the total rewards program, and this includes benefits reflected in this outline.