BGSU – Benefits at a Glance

Bowling Green State University provides a comprehensive benefit program as part of a total compensation package for all full-time faculty and staff. Below you will find a summary of those benefits. A full description of each benefit and the eligibility for each can be found in the Office of Human Resources website at: www.bgsu.edu/hr.

HEALTH & PRESCRIPTION DRUG INSURANCE:
BSGU Offers two medical plans administered through Medical Mutual of Ohio. Both plans include prescription drug coverage administered by CVS Caremark. All plans offer in-network and out-of-network coverage.
- Plan A: Traditional PPO (Preferred Provider Organization)
- Plan B: Consumer Driven Health Plan (With a Health Savings Account)

HEALTH ACCOUNTS
BSGU offers three types of Health Accounts that will allow employees to set aside pre-tax dollars to pay for out-of-pockets expenses for themselves and their eligible dependents.
- Health Savings Account/HSA
- Flexible Spending Account (FSA) - Medical
- Flexible Spending (FSA) – Dependent Day Care

DENTAL COVERAGE
Dental coverage is offered through Delta Dental of Ohio. The plan provides full coverage for diagnostic and preventive care and additional coverage for other dental services.

VISION COVERAGE
Vision coverage is offered through VSP. The plan offers in-network and out-of-network coverage for eye exams, frames and lenses.

LIFE & DISABILITY
BSGU offers basic life insurance through Minnesota Life/Securian Life. The basic coverage is equal to one and one-half times your rate of pay, with a minimum of $50,000 not to exceed $125,000. BGSU offers optional life insurance as well, and dependent life insurance. For the optional life insurance, employees may enroll up to 5 times their annualized earnings not to exceed $300,000.

Long-term disability benefits are offered through UNUM, and eligibility begins after one consecutive year of service. The plan offers a benefit of 60% of your monthly salary, not to exceed a monthly maximum based on your employee type.
RETIREMENT
BGSU offers several options for meeting your retirement goals. Retirement program eligibility is based on your employment type.

   OPERS – Ohio Public Employees Retirement System
   STRS – State Teachers Retirement System
   ARP – Alternative Retirement Plan

SUPPLEMENT RETIREMENT PLANS
BGSU offers supplemental savings options that allow an employee to set aside additional money through pre-tax contributions to help reach their retirement goals.

   Ohio Deferred Compensation (457)
   403(b) program options

WORK LIFE BALANCE
Employee Assistance Program offered through My Life Expert. This benefit offers confidential support to the employees and their eligible family members. This also offers a host of ancillary programs and information on identity theft, elder care, legal services, etc.

TUITION FEE WAIVERS
BGSU offers tuition fee waivers for eligible employees, spouses, and dependent children.

VOLUNTARY BENEFITS
BGSU currently offers voluntary benefits plans for Accident, Critical Illness, and Hospital Indemnity through Aflac.

VACATION AND SICK LEAVE
Classified Staff
   Vacation accrual per calendar year = earned according to years of service with the state
   Sick Leave accrual per calendar year = 4 hrs 36 minutes for every 80 hours paid.

Administrative Staff
   Vacation accruals per calendar year = 22 days
   Sick Leave accrual per calendar year = 15 days

Sick leave accruals are unlimited, roll over annually, and have no bank maximum.

HOLIDAYS
The University observes the following holidays: New Year’s Day; Martin Luther King Day; Presidents Day**; Memorial Day; Juneteenth; Independence Day; Labor Day; Columbus Day**; Veteran’s Day; Thanksgiving Day and Christmas Day.

(**Please note the Presidents Day & Columbus Day holidays are reassigned to another day to coincide better with the academic calendar. Presidents Day is reassigned to the day after Thanksgiving and Columbus Day is reassigned to Christmas Eve.)
PARENTAL LEAVE
BGSU offers up to twenty-five (25) consecutive business days of paid parental leave to be used immediately following a Qualifying Event (birth of a child or the adoption or foster care placement of a child who is less than six (6) years of age.) This benefit is available for full time, benefit eligible employees of BGSU who have at least twelve months of continuous service with BGSU before the birth, adoption, or foster care placement for which the leave is requested.