

Benefits Eligibility by Employee Category

Full-time Employees (.75 – 1.0 FTE)

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)
Accidental Death & Dismemberment insurance
Life Insurance
Long-term disability insurance (after 1 year)
Health insurance
Flex choice/Section 125
Dental insurance
Vision insurance
Vacation leave (except teaching faculty & head coaches)
Sick leave
Holidays
Retirement (eligible after 1 year)
Tuition Discount

Part-time Employees (.50- .74 FTE)

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)
Accidental Death & Dismemberment insurance
Section 125/Flex choice
Dental insurance
Vision insurance
Vacation Leave (except teaching faculty and head coaches)
Sick Leave (pro-rated)
Retirement (eligible after 1 year)
Tuition Discount (pro-rated)
NO health insurance (unless teaching faculty w/ 10+ load hours or grandfathered prior to 7/2014)

Assistant Coaches - less than .5 FTE, hours vary, 10-month position

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)

Adjunct Teaching Faculty

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)
Mileage, if more than 20 miles from Goshen College (\$500 maximum per semester)

Temp Employees -- .5 FTE or above with 1-year commitment

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)
Medical insurance coverage (.75 and above only)
Dental insurance
Vision insurance
Sick Leave Accrual (pro-rated based upon FTE)
Holidays (hours pro-rated based upon FTE)

Temp Employees -- .5 FTE or above with less than 1-year commitment

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)

Temp Employees – FT seasonal or less than .5 FTE (e.g., on-call custodians, summer employees)

Free (taxable) personal RFC membership. (Annual family membership available for fee.)
Bookstore discount (with ID card)
Library access (with ID card)
Free access to athletic events for employee (with ID card)

Volunteers

If pledge at least 50 hours per year, receive free (taxable) personal RFC membership. (Family membership available for fee.)