



Benefits Eligibility by Employee Category

Full-time Employees (.75 – 1.0 FTE)

Medical Insurance
Dental Insurance
Vision Insurance
Vacation leave (except teaching faculty and head coaches)
Sick Leave
Paid Holidays
Retirement – 403b (employee may contribute immediately; college will contribute after 1 year)
Life Insurance (1.5 x annual salary)
Accidental Death and Dismemberment Insurance
Long-term disability (after 1 year)
FSA – Medical and Dependent Care
Tuition Discount
Free 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)

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

No medical insurance (unless teaching faculty w/ 12+ load hours or grandfathered prior to 7/2014)
Dental insurance
Vision insurance
Vacation Leave (except teaching faculty and head coaches)
Sick Leave (pro-rated)
Retirement (eligible after 1 year)
Accidental Death & Dismemberment Insurance
FSA – Medical and Dependent Care
Tuition Discount (pro-rated)
Free 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)

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

Free 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 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 25 miles from Goshen College (\$500 maximum per semester)

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

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)

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

Free 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 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 50 hours per year of volunteer time

Free (taxable) personal RFC membership. (Family membership available for fee.)