



## **SPECIAL LECTURERS BENEFIT SUMMARY**

This document is intended to provide an overview summary of benefits for Special Lecturers at Oakland University. Health care directories are available in the Benefit and Compensation Services Office in 401 Wilson Hall. Contact the Benefit and Compensation Services Office at (248) 370-4207 or by fax at (248) 370-4212 for more information.

**NOTE:** As you read through each of the plans, you can go to <https://wwwp.oakland.edu/uhr/benefits/rates-and-summaries/> for benefit plan summaries.

**Medical Insurance:** Special Lecturer employees and their covered dependents may choose from BCBSM Community Blue PPO, Blue Care Network Healthy Blue Living HMO and Priority Health HealthbyChoice Achievements HMO medical plans. The University shall make a monthly contribution up to 65%, based on years of service, of the full cost of the most expensive Health Maintenance Organization (HMO). Eligible employees may enroll in this plan within thirty (30) days of employment or during an open enrollment period. Medical insurance is effective the 1st of the month following date of hire.

**Dental Insurance:** Delta Dental insurance is available to Special Lecturers and their covered dependents. The dental plan is a comprehensive plan that covers preventive, basic, major and orthodontic benefits for the entire family. Annual benefit is \$1,000 per covered person. Orthodontic benefit is \$1,500 lifetime per eligible dependent. The University shall make a monthly contribution up to 65% of the premium based on years of service. Eligible employees may enroll in this plan within thirty (30) days of employment or during an open enrollment period. Dental insurance is effective the 1st of the month following date of hire.

**Vision Insurance:** Optical Insurance is provided by Oakland University to Special Lecturers and their covered dependents through Davis Vision or Blue Cross/Blue Shield Vision. This benefit provides for an eye examination, with lenses if needed, and new frames. The University shall make a monthly contribution up to 65% of the premium based on years of service. Eligible employees may enroll in this plan within thirty (30) days of employment or during an open enrollment period. Optical insurance is effective the 1st of the month following date of hire.

**Holidays:** The following holidays are observed: New Year's Day, Memorial Day; Independence Day; Labor Day; Thanksgiving Day and the day after; Christmas Eve and Christmas Day; and New Year's Eve; and the "work days" between Christmas Day and New Year's Day.

**Multiple Option Retirement:** The University provides Special Lecturers the option of investing, at their expense, in supplemental retirement tax-deferred vehicles.

**Tuition Benefit:** All Special Lecturers may participate in this program. Special Lecturers are allowed up to ten (10) credit hours per academic year. A special lecturer may transfer all or part of his/her tuition waiver benefit to his/her spouse, dependent children and/or Other Qualified Adult and Dependent Children of Other Qualified Adults.

The spouse or Other Qualified Adult (OQA) of any Special Lecturer, and/or dependent child of the employee or OQA who is 23 or under on December 31st of the calendar year and a full-time student, if admitted to the University through its normal procedures, may enroll in any credit course, subject to Registrar's requirements. Students must be admitted to the University through the University's normal processes and must be in a degree or certificate granting program or at the University as a guest student. Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs. Oakland shall waive the applicable tuition for up to ten credit hours, defined by the undergraduate lower, undergraduate upper, graduate and doctoral rates as published by Oakland for the semester or the summer session in question, but usual fees shall be charged. In the absence of a fee schedule, the student shall be charged a fee proxy equal to ten (10%) percent of the in state lower division undergraduate tuition rate for the number of credits enrolled. Contact Human Resources at 248-370-4579.

**Other Services:** Other available services may include use of the bookstore, payroll deduction (Met Law, Allstate Identity Protection Pro Plus, auto/home insurance, long term care, etc.), credit union services, golf course, Internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee.

Revised: April 22, 2021