

Appendix P

OKLAHOMA BAPTIST UNIVERSITY
COMPENSATION/BENEFITS FOR FACULTY*

Base Salary

- Negotiated on basis of academic preparation, experience, professional rank and other professional factors
- Salary paid monthly with checks issued on last day of month.

Free

- Family membership in Noble Complex
- Parking Permit
- University Concert Series pass
- Basketball season ticket for employee and all dependents (General Admission)
- University Library pass

Discount/Privileges

- 10% discount at Book Store
- Discount on University dramatic productions
- Discount on cafeteria meals
- Direct deposit to financial institution of employee's choice

Paid Holidays

- Labor Day
- Thanksgiving Day (and following Friday)
- Christmas - End of fall semester to beginning of January term
- Spring Break - one week in March

Benefits paid by University

- Retirement - Social Security FICA (Employer's portion)
- Retirement - TIAA/CREF or SBC Annuity Retirement Plan (1), (2)
- Life Insurance: UNUM Term Life, based on one times salary; BLUE-CROSS, \$10,000 life; and TIAA Decreasing Term Life, based on age
- Disability insurance - pays 60% of salary beginning 90 days after being disabled
- Health/Dental insurance - for employee and all dependents
- Unemployment insurance
- Workers' Compensation Insurance
- Education - Full tuition scholarship for employee and all dependents

Flexible Benefit Options

- Medical/Dental Reimbursement Account - allows employee to set aside pre-tax dollars to pay annual medical/dental expenses
- Dependent Care Reimbursement Account - allows employee to set aside pre-tax dollars to pay annual dependent daycare expenses
- Premium Payment Plan (3)

- (1) University contributes 6% of the employee's annual gross earnings into either the SBC Annuity or TIAA/CREF retirement plan. One-year eligibility requirement must be met.
 - (2) Employee may voluntarily contribute amount as permitted by IRS.
 - (3) Contribution may be made on pre-tax basis under premium payment plan.
- * This is a summary of benefits and is not all inclusive.