



Benefits Overview

Employees at .50 FTE and greater

Founded in 1874, St. Olaf is a nationally ranked liberal arts college that is dedicated to the pursuit of challenging students to explore meaningful vocation in an inclusive, globally engaged community. As an employer, St. Olaf sets out to do the same.

To support our employees in that endeavor, we offer an extensive benefits package - including a suite of health insurance plans, retirement savings options, and tuition reduction. Below are the offerings for our benefits-eligible employees.

Medical Plans

St. Olaf provides employees with four BlueCross BlueShield plans to choose from. The two high-deductible plans offer the lowest monthly premiums and a preventative prescription benefit, but have a higher deductible to meet before the plan's coinsurance starts. The two PPO plans have higher monthly premiums and low or no deductible; the no deductible plan is co-pay based with a higher out-of-pocket maximum.

Dental Plan

St. Olaf offers one dental plan through Delta Dental. The plan provides free preventative care coverage, coverage for basic services (e.g. fillings and simple extractions) and a \$2,000 lifetime orthodontia benefit for covered dependent children.

Vision Plan

In addition to coverage of a routine annual eye exam, which is also covered within all St. Olaf medical plans, the vision plan, insured by VSP, provides discounts on frames, lenses, and other lens enhancements.

Health Savings Account (HSA) and Flexible Spending Account (FSA)

Employees enrolled in the high-deductible medical plans may make pre-tax contributions, up to the annual IRS limits, to an HSA to pay

for eligible health care expenses or to leverage as an investment tool. Regardless if you choose to contribute, St. Olaf makes contributions to this account, on your behalf, every pay period.

Eligible employees, regardless of enrollment in a St. Olaf medical plan, can elect a General or Limited FSA to set aside pre-tax dollars, up to the annual IRS limits, to pay for eligible medical, dental, and vision claims.

Retirement Savings Plan and Healthcare Savings

St. Olaf offers a comprehensive retirement program to support its employees' long-term financial well-being, through the form of a 403(b). All faculty and staff can participate; eligible employees receive a generous match contribution from the college, up to 9%.

Additionally, employees who retire are eligible to take advantage of the Medicare supplemental plans offered through Emeriti.

Life and AD&D Insurance

Employees receive basic life and AD&D insurance up to \$600,000, paid for by St. Olaf and insured through New York Life Group Benefit Solutions. As an eligible employee, you are able to purchase additional coverage for yourself, spouse, and dependent children.



Time Off & Paid Holidays

St. Olaf offers both paid time off for personal use and for designated holidays to eligible employees, including a personal choice day.

Paid Parental Leave

After 12 months of employment, all eligible employees who meet the criteria will receive up to 6 weeks paid parental leave, including adoption, in addition to up to 8 weeks of disability pay for the birthing parent.

Short- & Long-Term Disability (STD & LTD)

St Olaf offers a generous STD benefit of up to 6 months of full pay and benefits after one year of service.

All employees are provided long-term disability insurance, which provides a monthly benefit of 60% of monthly covered earnings, up to \$7,500 and have the choice of paying tax upfront on the premium or deferring tax and paying it on the benefit if approved for LTD.

Dependent Care

Use pre-tax dollars to pay for your dependent's daycare and other expenses necessary for you to work. You can choose to reimburse yourself in one lump sum at the end of the year, or you can reimburse yourself throughout the year as you have expenses.

Tuition Allowance

St. Olaf College offers a partial tuition waiver of 80% reduced tuition (depending on FTE and years of service) for dependent children of faculty and staff to attend and receive a bachelor's degree from St. Olaf or other eligible ELCA or ACM post-secondary institutions around the country.

All employees, their spouses, and retirees of the college are able to take one course credit

per term at St. Olaf, up to a maximum of two course credits per year, at no charge.

Employee Assistance Program (EAP) and Wellness Support

Free, confidential support is available through the EAP, provided by ComPsych. Services include stress management, parenting and family issues, behavioral and emotional concerns, financial concerns, and more.

The EAP also provides referrals to a variety of community resources, trainings, and other services.

Additionally, employees receive a free membership to the Tostrud Center, a state-of-the-art recreation and fitness center; spouses and dependent children are eligible to purchase a reduced-cost membership.

And Many More!

St. Olaf provides a wealth of additional benefits to consider, including legal services, ID theft protection, hearing aid programs, Verizon cell service discounts, reduced software and equipment costs, complimentary ticket(s) to most on-campus musical, theatrical productions, and sporting events, and a 10% discount at Bon Appetit facilities on campus and the St. Olaf bookstore.

Need further information?

For more in-depth information surrounding benefits options, you can visit <https://stolaf.edu/hr/benefits/>.

Or, reach out to St. Olaf's Associate Director of Benefits & Compensation, Travis Grant, at grant2@stolaf.edu.