

## **Other Benefits**

### ***Credit Union***

Employees may join the HEW Federal Credit Union for payroll-deducted savings or loan programs.

### ***Parking/Shuttle Bus***

Parking is available on campus for a modest fee. Shuttle bus service is provided to and from the Union Station subway stop in the morning and evening.

### ***Transit Choice Program***

Employees may participate in the Washington Metropolitan Area Transit Authority Program. The program allows employees to purchase transit benefits through pre-tax payroll deductions. Metrorail, vanpools, commuter rail and Metrobuses are included in the program.

### ***Recreational Facilities***

### ***United Buying Service***

### ***Dining Facilities***

### ***Free Hearing Test***

### ***Child Development Center***

### ***Post Office***

### ***Free Notary Public***

### ***Bookstore***

### ***Direct Deposit***

### ***Savings Bonds***

## **Questions?**

The Personnel Office is here to offer you assistance, advice, and guidance. This brochure is not a guarantee that benefits or conditions of employment will remain unchanged. If you have any special needs or questions, please let us know.

### **Personnel Office • Gallaudet University**

800 Florida Avenue, NE • Washington, DC 20002-3695

Phone: (202) 651-5352 (V/TTY)



Gallaudet University is an equal opportunity employer/educational institution and does not discriminate on the basis of race, color, sex, national origin, religion, age, hearing status, disability, covered veteran status, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, or any other unlawful basis.

# **Laurent Clerc National Deaf Education Center Teacher Benefits**

**Regular Status Teachers**

**Personnel Office  
Gallaudet University  
Washington, D.C.**

***Revised March 2004***

***Compensation at Gallaudet University is a total package that includes comprehensive benefits and a competitive salary program. The Clerc Center benefits package generally available to regular status teachers is summarized here. For details and more information, please contact the Benefits Office at (202) 651-5352 (V/TTY). For information regarding appointment periods and paid and unpaid leave programs, refer to the Clerc Center teacher policies.***

## **Retirement and Tax Sheltered Annuity**

### ***Retirement System***

In most cases, regular status employees contribute to the Federal Employees Retirement System, which is a combination of Social Security, basic retirement, and a thrift savings plan.

### ***Tax Sheltered Annuity/Investment Program***

Employees may elect to contribute a percentage of their annual salary based on current IRS regulations, before federal tax, to one of a number of plans with fixed or variable interest rates. No tax is paid on the contributions or dividends until the money is withdrawn by the employee.

## **Insurance**

### ***Health Insurance***

Gallaudet offers a variety of health insurance plans, including fee-for-service and HMOs. The cost of the coverage is shared by the employee and Gallaudet.

### ***Life Insurance***

Gallaudet offers basic term life insurance through either the Federal Employees Group Life Insurance (FEGLI) program or the University's private life insurance carrier. Both are based on salary. Basic insurance through the private carrier is completely paid by Gallaudet; Gallaudet shares in the premium cost for FEGLI basic insurance. Additional options are available under both plans but are employee-paid.

## **Dental Insurance**

Gallaudet pays the full premium cost for employees. Dependent coverage is also available. Dependent premium costs are paid by the employee.

## **Long Term Disability Insurance**

Gallaudet pays the full premium cost for employees. The plan provides for 60 percent of annual salary if an eligible employee becomes totally disabled.

## **Long Term Care Insurance**

Employees may purchase long term care insurance through the Federal Long Term Care Insurance Program. This insurance may cover nursing home, assisted living, and in-home care services. Employees may elect payroll deduction or direct billing.

## **Flexible Spending Accounts (FSA)**

The Federal Flexible Benefits Plan enables employees to pay for benefits with pre-tax dollars. FedFlex offers two Flexible Spending Accounts: a health care FSA through which employees can use pre-tax allotments to pay for certain health care expenses, and a dependent care FSA through which employees may use pre-tax allotments to pay for eligible dependent care expenses.

## **Education and Training**

### ***Educational Assistance***

Gallaudet offers financial assistance for approved courses taken at an accredited postsecondary institution.

### ***Tuition Waiver***

Tuition is waived for employees and eligible family members taking courses at Gallaudet.

### ***Tuition Assistance***

Gallaudet provides tuition assistance to dependent children and spouses/registered domestic partners of employees who have five or more years of continuous service. Eligible family members must be enrolled in an accredited undergraduate college degree program or accredited postsecondary vocational training program.