

Board of Trustees of the Nebraska State Colleges

Personnel

POLICY NAME: Ancillary Organizations

POLICY NUMBER: 5501

A. PURPOSE

To establish eligibility requirements for Ancillary Organization employees' participation in the Nebraska State College System insurance and benefits plan.

B. DEFINITIONS

1. **Ancillary Organizations** – Chadron State Foundation, Peru State College Foundation and Wayne State Foundation.

C. POLICY

1. Ancillary Organization Employees

1.1. Employment Status

- Full-time employees (at least .75 FTE) are eligible for participation in the System Group Insurance and Retirement Plans, namely the group medical/dental, vision, life, long-term disability insurance plans and the TIAA retirement plans.
- Part-time employees are eligible for medical/dental insurance coverages according to the Affordable Care Act. Employees will also be eligible to participate in the immediate family tuition remission program, the tuition waiver program, and the Employee Assistance Program.

1.2. Eligibility Status & Fund Source

- Employees are also eligible to participate in the immediate family tuition remission program, the tuition waiver program, and the Employee Assistance Program.
- No State College contribution will be made to employees' premium cost.
- The ancillary organizations shall be responsible to reimburse the College or System for the employer's share of benefit costs.

1.3. Reporting Requirements

- Ancillary organizations must have a written Collaborative Agreement with the Board addressing access to insurance and benefit plans.
- An annual listing of Ancillary organization employee salaries is due to the System Office on the date Board materials are due for the next regularly scheduled Board meeting, following the approval of salaries by the Foundation for their upcoming fiscal year ~~prior to the beginning of the Foundations' fiscal year~~

FORMS/APPENDICES:

None

SOURCE:

Policy Adopted: June 1993

Policy Revised: March 2010 – Effective Date April 2010, November 2015, February 2020, November 2022