

Faculty Benefits at Separation – Academic Year Faculty

Benefit	Coverage Ends	10 Month Deductions End ...	12 Month Deductions End...	COBRA and Continuation Options
Medical	July 31	May 31	July 31	Chard Snyder administers COBRA and will send notification and information within 14 days of coverage end date via first class mail to the most recent address NKU has on file.
Dental				
Vision				
Health Savings Account		May 31	July 31	You can continue to use your account for qualified medical, dental or vision expenses. You will receive a different card since you are no longer eligible to contribute.
Flexible Spending Account	July 31	May 31	July 31	Debit card inactivated at coverage end date. Expenses must be incurred prior to coverage end date. Must file claim for reimbursement within 60 days of separation.
Life	July 31	May 31	July 31	Call Hartford within 30 days of benefit end date to request continuation of coverage information/application.
Disability (short and long)	July 31	May 31	July 31	Continuation not available.
KY Public Employees' Deferred Compensation Authority	Concurrent with deductions	May 31	July 31	Contact KY Deferred Compensation directly for distribution options.
TIAA	Concurrent with deductions	May 31	July 31	Contact TIAA directly for distribution options.
Voluntary benefits (AFLAC Accident, AFLAC Critical Illness, ARAG Legal, Nationwide Pet	July 31	May 31	July 31	Contact Voluntary Benefits call center about conversion to a pay-at-home option.
Employee Assistance Program (EAP)	Follows termination date			Continuation not available.
Vacation payout	Please refer to the <i>Faculty Handbook</i> , Part One, XII, Faculty Leaves, L. Faculty on Fiscal year Contracts. Faculty on Academic Year appointments do not accrue vacation time.			

Please note: Benefits for faculty leaving at the end of the calendar year will end at the end of the calendar year.
Carrier information located on reverse

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Carrier Contact information
Aetna EAP Phone: 1-888-238-6232 www.aetnaeap.com
Chard Snyder (COBRA) Phone: 1-888-993-4646 Chard Snyder (Flexible Spending Accounts and Health Savings Accounts) Phone: 1-800-982-2715 or 513-459-9997 (local) www.chard-snyder.com
Humana Dental (Dental) Phone: 1-800-233-4013 www.humana.com
EyeMed Phone: 1-866-800-5457 www.eyemed.com
UMR Phone: 1-800-826-9781 www.umar.com
KY Public Employees' Deferred Compensation Authority 105 Sea Hero Road, Suite 1 Frankfort, KY 40601 Phone: 1-800-542-2667 www.kentuckydcp.com
Hartford Phone: 1-860-547-5000 www.thehartford.com
TIAA 730 Third Avenue, New York, NY 10017-3206 Phone: 1-800-842-2776 www.tiaa-cref.org