



# 2026 Benefits Summary

For Faculty and Staff  
Employees



Oregon State  
University



**Oregon State**  
University

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**Welcome!**

**Included in this summary is an overview of the health and wellness benefits that come with OSU employment.**



# Benefits at-a-Glance

Oregon State University offers a comprehensive benefits package designed to support employees at every stage of life. From flexible health and retirement options to generous paid time off and confidential mental health support through Lyra Health, OSU invests in your wellbeing at work and beyond.

## Health Insurance



Low deductible plans with only 3-5% premium shares through PEBB

**Medical plan options**

**Dental & Vision coverage**

**Employer paid life insurance**

**Optional insurance coverages**

**Family Building and Fertility Support**

## Mental Health & Wellbeing



- Free confidential mental health support for the whole family through Lyra Health
- Fitness programs and discounts
- Chronic Condition Support
- Emotional Wellbeing programs
- Family Friendly policies and resources

## Retirement & Savings



PERS or ORP (for faculty) retirement

Employer Contributions

403(b) & 457(b) savings plans

Pre-tax and Roth options

## Paid Time Off & Leave



Vacation Leave (not for 9 month faculty)

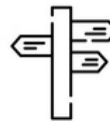
Sick Leave

OPFML

Paid Parental Leave (Faculty)

Sabbaticals (when applicable)

## Extras & Perks



Flexible Spending Accounts

Work Life Resources

Tuition Reduction Programs

Voluntary Benefit Programs

Homeownership programs

Dual Career Assistance

## Eligibility & Enrollment



Health insurance available at >.50FTE

Enroll within 30 days of hire

Open enrollment & life events apply

## Questions?



Visit the OSU Benefits website

Contact the Benefits Team

# Medical Insurance Plan Options

Medical plan availability varies by County. Review the Health Plans by County [link](#) to determine your options from below

Employee cost share for Core Enrollments varies between 3-5%. Visit the [PEBB premium estimator](#) for more information

Use the [PEBB Plan comparison tool](#) to help you easily understand the differences among your plan options

## 2026 PEBB Summary of Benefits

Plan Options	Providence PEBB Statewide	Providence Choice	Moda	Kaiser
Plan Type	Preferred Provider Organization (PPO)	Medical Home	Medical Home	Health Maintenance Organization (HMO)
Service Area	Statewide & Nationwide	Oregon Must live or work in service area	Oregon Must live or work in service area	Eugene, Salem, Portland
Payment	Co-insurance	Co-pay	Co-pay	Co-pay

# Dental & Vision Plan Options

## Dental Plan Options

Plan Options	Delta Dental Premier	Delta Dental PPO	Wilamette Dental	Kaiser Dental
Plan Type	Premier - Coverage with any licensed provider	Preferred Provider Organization (PPO)	Managed dental health maintenance plan	Traditional within Kaiser network
Service Area	Statewide & Nationwide	Must be in PPO network	Oregon and Washington	Eugene, Salem, Portland

## Vision Plans (VSP)

### VSP Basic

Allowance for glasses or contacts  
 Yearly well vision exam  
 LightCare Benefit

### VSP Plus

All VSP Basic benefits +  
 Higher frame allowance  
 Anti-reflective coating options

# Wellbeing & Mental Health Support



## Benefits and Wellness at OSU

- [Work-Life Resources](#)
- [Chronic Condition Support](#)
- [PEBB Wellness Guide](#)
- [Marigold](#)
- [Emotional Wellbeing](#)

## Fitness

- [Faculty Staff Fitness](#)
- [Dixon Recreation Center](#)
- [Active & Fit](#)

## Lyra Health: OSU's Mental Health Benefit

8 Sessions for Employees and Their Dependents

In-Person Therapists	Self-Help	Coaching	Therapy
<p>Employees have the option of accessing a Lyra therapists in-person as well as virtually. A Lyra provider is available for employee sessions on the Corvallis campus every Thursday.</p>	<p>Use Lyra Essentials, a preventive mental health offering, to access a rich library of research-based self-care resources. Tap into guided meditations, how-to videos, and mindfulness tactics for everyday life in Lyra's app or on the web.</p>	<p>Work with your Lyra Coach through regularly scheduled sessions to better understand what's challenging you, decide what you want to work on, and plan a path forward.</p>	<p>Lyra works with the best therapists who use only evidence-based techniques proven to reduce your symptoms. For those who want our most effective, and convenient care, we offer Lyra Blended Care Therapy.</p>

# Retirement and Retirement Savings Programs

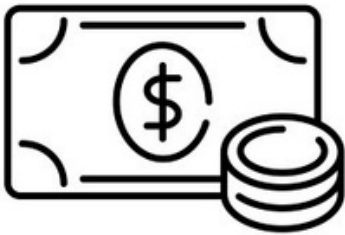
## Oregon Public Service Retirement Plan (new PERS)

Administered by the Public Employees Retirement System (PERS) is a hybrid pension plan with two components:

- Defined benefit pension based on date of hire at PERS participating employer, years of service and earnings. Vested after 5 years of contributions or age 65.
- Individual account available after 6 month waiting period. Invested for you by PERS. Vesting in the individual account occurs immediately upon enrollment.



## ORP (professional and academic faculty)



A defined contribution, participant-directed plan exclusively for Oregon public Universities.

- 8% (of gross earnings) employer contribution
- Up to an additional 4% match

The plan is administered by the Oregon Public Universities Retirement Plans (OPURP). Participants may invest with either Fidelity Investments or TIAA.

## Optional Retirement Savings Programs

OSU offers two voluntary retirement savings programs to increase your retirement income. Participation is completely voluntary (optional). You can participate in one or both programs, enroll at any time, and make changes at any time during the calendar year. Monthly contributions are made to your voluntary retirement savings account(s) through payroll deduction.

### **Tax Deferred Investment (TDI) 403(b) Plan**

- Participants manage their own account
- Fidelity Investments or TIAA
- Mutual funds or annuity products
- Pre-tax and post-tax (Roth) basis

### **Oregon Savings Growth 457 Plan (OSGP)**

- Deferred compensation account managed by the Public Employee Retirement System (PERS)/Voya
- Pre-tax or post-tax (Roth) contributions

# Paid Time Off & Leave

## Holidays

New Year's Day, Martin Luther King Jr.'s Birthday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day.

## Vacation Leave

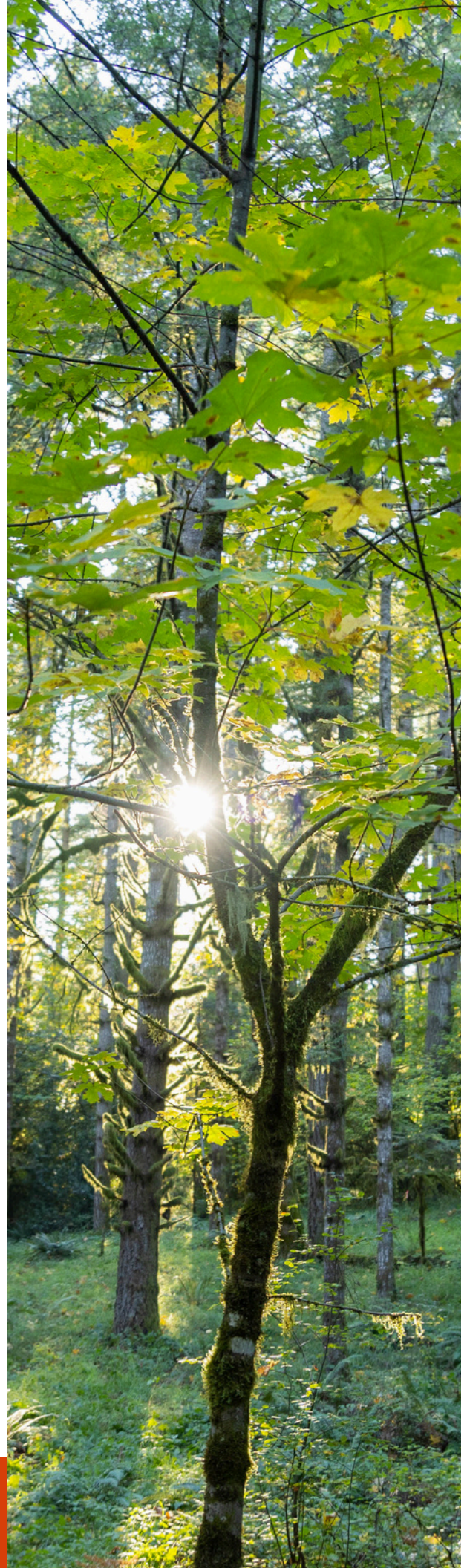
- Professional and 12 month academic faculty receive a full time equivalent of 15 hours a month.
- Classified employees receive between 8 and 18 hours a month based on years of service, and an additional 24 hours personal leave each fiscal year.

## Sick Leave

All employees accrue a full-time equivalent of 8 hours sick leave per month.

## Leave Administration Guide

For more information on Leave including FMLA, OFLA and OPFML please visit this [link](#).



# Family Friendly Policies, Benefits, and Resources



## Family Resource Center

For the best place to access information about on-site and off-site child care, visit the [Family Resource Center website](#). The office can provide counsel on finding child care and provides parenting workshops and activities for families throughout the year.

## Fertility & Family Building Benefits

Each PEBB Medical Plan has [fertility benefits](#) including Assisted Reproductive Technology (ART) and Use of Donor Tissue and/or Surrogacy benefits and more.

## Flexible Work Arrangements (FWA)

OSU offers a variety of FWA's. More info can be found [here](#).

## Care.com Subsidy

You receive free access to the basic Care.com platform. OSU will also subsidize the cost of up to 3 months premium membership per fiscal year.

## School Age Dependent Care Support

[KidSpirit](#) provides afterschool, no-school day, and summer camp programming for school-age children on the OSU main campus. <http://kidspirit.oregonstate.edu>

## Elder and Adult Dependent Care

Monthly caregiver support groups, caregiver listserv, an eldercare resource guide and one-on-one consultations.



## Policy

### Tenure Clock Extension

OSU allows academic faculty to delay the tenure clock by one year when taking FMLA or OFLA to care for themselves or a family member, including parental leave.

### Parental Leave

Oregon Paid Family & Medical Leave (OPFML) serves most employees in Oregon by providing paid leave for the birth or adoption of a child. More information can be found [here](#). Additionally, faculty have access to paid parental leave.



## Belonging at OSU

OSU has a variety of different types of connection groups you can join. Commissions have advocacy and reporting structures built in. Affinity groups serve as social connections, and social groups usually do not have advocacy or institutional reporting requirements. All groups are open to any employee who is interested in the purpose of the group.

### OSU Commissions and Groups

- [AFAPC](#) - Association of Faculty and Staff for the Advancement of People of Color
- [PCOSW](#) – President’s Commission on the Status of Women
- [PCSBFSA](#) – President’s Commission on the Status of Black Faculty and Staff Affairs
- [PCIA](#) - President’s Commission on the Status of Indigenous Affairs
- [BEAVS](#)- Beaver Employee Association for Veteran Success
- QueerPros – Email [OID](#) to be included.
- [International Moms Group](#)
- [Belonging Webpage](#) with more information

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#### [Beaver Family Connections](#)

Enjoy lunch and connect with other OSU parents and caregivers

#### [ElderCare Connections](#)

Connect with other OSU community members providing care for a loved one.

#### [Beaver Moms Group](#)

Join other self-identified moms for an opportunity to meet, connect, and share ideas.

#### [Beaver Dads Group](#)

Come join other self-identified dads from around the Corvallis campus to talk about parenting, work, and everything in between.

# Additional Benefits & Perks



## Staff Fee Privileges

- 70% Tuition Reduction on up to 12 credit hours per term
- Can be used at OSU or transferred to another Oregon Public University
- Can be transferred to a dependent
- Two individuals may use at once

## Homeownership Programs

- Boss Mortgage Affinity rates
- Home Advantage Plus
- Consultation
- Discounts, grant programs, information, referrals and more.
- Online appointments available

## Voluntary Benefit Programs

- Voluntary Benefit programs available through Corestream
- Legal, medical, pet health insurance and more policies available
- Payroll deductions for benefits
- Specially negotiated group rates

## Optional Benefits

- Available to enroll in at your own cost
- Life insurance, disability plans, Accidental Death and Dismemberment (AD&D)
- Premiums are typically deducted from your check on a pre-tax basis
- Guarantee life insurance amounts

## Dual Career

- Letter of support when applying for OSU positions
- Ability to apply for positions listed as internal only
- Help with community jobs
- Consultation

## Flexible Spending Accounts

- Medical, dependent care, and commuter accounts available
- Use pre-tax dollars to help pay for medical and dependent care costs
- Save up to 40% on each dollar saved through FSA deduction

# Contact Information:

- General Benefits Phone: 541-737-2805
- Insurance: [pebbbenefits@oregonstate.edu](mailto:pebbbenefits@oregonstate.edu)
- Retirement: [retirement@oregonstate.edu](mailto:retirement@oregonstate.edu)
- Wellness, Mental Health & Belonging: [work.life@oregonstate.edu](mailto:work.life@oregonstate.edu)



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