

What to Look for in Your Paycheck

With the start of the new academic year, **AAUP-KSU recommends that all Faculty take a few minutes to review their latest pay stub**, which can be accessed through Flashline. You should ensure that all information is correct, paying particular attention to the following points:

- Ensure that your new **gross pay** reflects whatever salary increase(s) you earned for AY 2017-18. These include a 2% across the board increase, as well as any promotion increment, salary adjustment, and/or other pay increase you may be expecting.
- Check that the amounts deducted for your **medical and dental coverage** are correct; a chart of the contribution rates for calendar year 2017 is attached for your convenience.
- If you are in a domestic partnership, and you are enrolled in family health insurance coverage, note that your contributions for medical and dental coverage will be taken out *after* federal tax, and you will see a “Taxable Domestic Partner Benefit” amount in the “Federally Taxable Benefits” section of your pay stub. Health care for domestic partners is subject to federal tax, and thus KSU is required to withhold federal tax on your health care contributions.
- If you are married, either to a same-sex or an opposite-sex spouse, and enrolled in family health insurance coverage, your medical and dental premiums should be deducted *before* federal tax and should **not** appear in the “Federally Taxable Benefits” section.
- Note that 14% of your pre-tax income will be deducted for your **retirement plan**, regardless of whether you are enrolled in STRS or one of the alternative retirement plans (ARPs).
- If you or your spouse, domestic partner, or dependent child is utilizing the **tuition waiver benefit**, note that, under certain circumstances, part or all of this benefit is taxable, and taxes will be deducted accordingly. In particular, the following is subject to federal taxation:
 - Employee: the portion of post-undergraduate or graduate tuition exceeding \$5,250 per year
 - Spouse and/or Dependent Children: all post-undergraduate or graduate tuition
 - Domestic Partner: all tuition at any level

If you notice any errors in any of these areas, or elsewhere on your pay stub, **contact HR immediately**. If you are not able to resolve the problem with HR, you can contact AAUP-KSU at office@aaupksu.org or (330) 673-9118; we will be happy to assist you in any way we can.

KENT STATE UNIVERSITY

Employee Contribution Rates

Calendar Year 2017

Semimonthly & Biweekly

12 - Month (24 Pays Annually)	MEDICAL MUTUAL				MMO/ANTHEM		ANTHEM			
	90/70 PPO		80/60 PPO		QHDHP		90/70 PPO		80/60 PPO	
Salary Range	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
0.00 - 22,000.00	\$28.61	\$75.81	\$21.32	\$56.48	\$12.22	\$32.24	\$27.59	\$72.38	\$20.77	\$54.48
22,000.01 - 26,500.00	\$33.99	\$90.07	\$26.51	\$70.25	\$16.45	\$43.40	\$32.78	\$85.99	\$25.83	\$67.76
26,500.01 - 31,000.00	\$39.37	\$104.33	\$31.71	\$84.02	\$20.68	\$54.56	\$37.97	\$99.61	\$30.89	\$81.04
31,000.01 - 37,000.00	\$44.75	\$118.59	\$36.91	\$97.78	\$24.91	\$65.72	\$43.16	\$113.22	\$35.96	\$94.32
37,000.01 - 44,000.00	\$50.14	\$132.85	\$42.10	\$111.55	\$29.14	\$76.88	\$48.35	\$126.84	\$41.02	\$107.60
44,000.01 - 52,000.00	\$55.52	\$147.12	\$47.30	\$125.32	\$33.37	\$88.05	\$53.54	\$140.45	\$46.08	\$120.88
52,000.01 - 63,500.00	\$60.42	\$160.12	\$52.03	\$137.85	\$37.22	\$98.20	\$58.27	\$152.85	\$50.69	\$132.97
63,500.01 - 78,500.00	\$65.31	\$173.08	\$56.76	\$150.39	\$41.07	\$108.36	\$62.99	\$165.24	\$55.30	\$145.05
78,500.01 - 100,000.00	\$70.21	\$186.06	\$61.49	\$162.92	\$44.92	\$118.52	\$67.72	\$177.63	\$59.91	\$157.14
100,000.01 - 150,000.00	\$75.11	\$199.04	\$66.22	\$175.45	\$48.77	\$128.68	\$72.44	\$190.03	\$64.51	\$169.23
150,000.01 - 200,000.00	\$80.01	\$212.02	\$70.95	\$187.98	\$52.62	\$138.84	\$77.17	\$202.42	\$69.12	\$181.32
200,000.01 +	\$84.91	\$225.00	\$75.68	\$200.51	\$56.47	\$149.00	\$81.89	\$214.81	\$73.73	\$193.41

10 - Month (20 Pays Annually)	MEDICAL MUTUAL				MMO/ANTHEM		ANTHEM			
	90/70 PPO		80/60 PPO		QHDHP		90/70 PPO		80/60 PPO	
Salary Range	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
0.00 - 22,000.00	\$34.33	\$90.97	\$25.58	\$67.77	\$14.66	\$38.69	\$33.11	\$86.85	\$24.92	\$65.37
22,000.01 - 26,500.00	\$40.79	\$108.08	\$31.81	\$84.30	\$19.74	\$52.08	\$39.34	\$103.19	\$31.00	\$81.31
26,500.01 - 31,000.00	\$47.25	\$125.20	\$38.05	\$100.82	\$24.81	\$65.47	\$45.57	\$119.53	\$37.07	\$97.24
31,000.01 - 37,000.00	\$53.70	\$142.31	\$44.29	\$117.34	\$29.89	\$78.87	\$51.80	\$135.87	\$43.15	\$113.18
37,000.01 - 44,000.00	\$60.16	\$159.43	\$50.52	\$133.86	\$34.96	\$92.26	\$58.02	\$152.21	\$49.22	\$129.12
44,000.01 - 52,000.00	\$66.62	\$176.54	\$56.76	\$150.39	\$40.04	\$105.65	\$64.25	\$168.54	\$55.30	\$145.05
52,000.01 - 63,500.00	\$72.50	\$192.12	\$62.43	\$165.42	\$44.66	\$117.84	\$69.92	\$183.42	\$60.83	\$159.56
63,500.01 - 78,500.00	\$78.38	\$207.69	\$68.11	\$180.46	\$49.28	\$130.04	\$75.59	\$198.29	\$66.36	\$174.06
78,500.01 - 100,000.00	\$84.26	\$223.27	\$73.78	\$195.50	\$53.90	\$142.23	\$81.26	\$213.16	\$71.89	\$188.57
100,000.01 - 150,000.00	\$90.13	\$238.85	\$79.46	\$210.54	\$58.52	\$154.42	\$86.93	\$228.03	\$77.42	\$203.08
150,000.01 - 200,000.00	\$96.01	\$254.42	\$85.14	\$225.58	\$63.14	\$166.61	\$92.60	\$242.90	\$82.95	\$217.58
200,000.01 +	\$101.89	\$270.00	\$90.81	\$240.62	\$67.76	\$178.80	\$98.27	\$257.77	\$88.48	\$232.09

9 - Month (18 Pays Annually)	MEDICAL MUTUAL				MMO/ANTHEM		ANTHEM			
	90/70 PPO		80/60 PPO		QHDHP		90/70 PPO		80/60 PPO	
Salary Range	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
0.00 - 22,000.00	\$38.14	\$101.08	\$28.42	\$75.30	\$16.29	\$42.98	\$36.79	\$96.50	\$27.69	\$72.63
22,000.01 - 26,500.00	\$45.32	\$120.09	\$35.35	\$93.66	\$21.93	\$57.87	\$43.71	\$114.65	\$34.44	\$90.34
26,500.01 - 31,000.00	\$52.50	\$139.11	\$42.28	\$112.02	\$27.57	\$72.75	\$50.63	\$132.81	\$41.19	\$108.05
31,000.01 - 37,000.00	\$59.67	\$158.12	\$49.21	\$130.38	\$33.21	\$87.63	\$57.55	\$150.96	\$47.94	\$125.76
37,000.01 - 44,000.00	\$66.85	\$177.14	\$56.14	\$148.74	\$38.85	\$102.51	\$64.47	\$169.12	\$54.69	\$143.46
44,000.01 - 52,000.00	\$74.02	\$196.16	\$63.06	\$167.10	\$44.49	\$117.39	\$71.39	\$187.27	\$61.44	\$161.17
52,000.01 - 63,500.00	\$80.55	\$213.46	\$69.37	\$183.80	\$49.62	\$130.94	\$77.69	\$203.80	\$67.59	\$177.29
63,500.01 - 78,500.00	\$87.09	\$230.77	\$75.68	\$200.51	\$54.76	\$144.48	\$83.99	\$220.32	\$73.73	\$193.41
78,500.01 - 100,000.00	\$93.62	\$248.08	\$81.98	\$217.22	\$59.89	\$158.03	\$90.29	\$236.84	\$79.87	\$209.52
100,000.01 - 150,000.00	\$100.15	\$265.39	\$88.29	\$233.93	\$65.02	\$171.58	\$96.59	\$253.37	\$86.02	\$225.64
150,000.01 - 200,000.00	\$106.68	\$282.69	\$94.60	\$250.64	\$70.16	\$185.12	\$102.89	\$269.89	\$92.16	\$241.76
200,000.01 +	\$113.21	\$300.00	\$100.90	\$267.35	\$75.29	\$198.67	\$109.19	\$286.42	\$98.31	\$257.87

Dental Plan Option	12 month & Bi-Weekly			10-Month			9 Month		
	Single	EE+1	Family	Single	EE+1	Family	Single	EE+1	Family
Delta Dental PPO Option	\$4.04	\$7.93	\$13.78	\$4.85	\$9.52	\$16.54	\$5.39	\$10.58	\$18.38
AAUP TT & NTT High Option	\$4.24	\$8.19	\$14.10	\$5.08	\$9.83	\$16.93	\$5.65	\$10.92	\$18.81
Delta Dental PPO Basic Option	\$2.98	\$5.89	\$10.72	\$3.58	\$7.06	\$12.87	\$3.97	\$7.85	\$14.30
Delta Dental PPO Low Option	\$2.33	\$4.55	\$8.16	\$2.79	\$5.46	\$9.80	\$3.11	\$6.07	\$10.88