



**IGNITE.
INSPIRE.
INVEST.**

**Experience Employee Benefits
Offered at St. Bonaventure University
2025-2026**

TO YOUR GOOD HEALTH

St. Bonaventure is proud to offer high quality health plan choices, all of which include comprehensive preventive and diagnostic medical care. All full-time employees are eligible for benefits the first of the month following their date of hire.

St. Bonaventure offers three Highmark Blue Cross Blue Shield of Western New York plans for you to choose from: one Point-of-Service (POS) plan and two Preferred Provider Organization (PPO) plans. In the POS plan, Highmark BCBS of WNY provides a robust network of healthcare providers in the 8 counties of Western New York. You may use out-of-network providers but risk paying much higher costs.

[The PPO plans](#) let you go in or out of network for care without a referral. You can access top-quality services from physicians and facilities in the network who offer discounted negotiated rates nationwide.

	TRADITIONAL CO-PAY HIGH (PPO-800)	TRADITIONAL CO-PAY LOW (POS-250D)	HSA PREMIUM PLAN (PPO-6300)
Physician Copay	\$30	\$30	\$20 after ded.
Specialist Copay	\$50	\$50	\$20 after ded.
Hospital Copay	\$250 / \$500	20% after ded.	\$500 after ded.
Urgent Care Copay	\$40	\$75	\$35 after ded.
Emergency Room	\$150	\$150 after ded.	\$150 after ded.
Prescription Drug	\$10/\$30/\$50 2.5x co-pay/90-day supply	\$10/\$30/\$50	\$10/\$30/\$50 after ded.
In-Network:			
Deductible	N/A	\$500 / \$1,000	\$2,000 / \$4,000
Coinsurance	N/A	20%	N/A
Out-of-Pocket Maximum	\$6,350 / \$12,700	\$1,500 / \$3,000	\$5,000 / \$10,000
Out-of-Network:			
Deductible	\$2,000 / \$4,000	\$1,000 / \$2,000	\$5,000 / \$10,000
Coinsurance	30%	40%	40%
Out-of-Pocket Maximum	\$5,000 / \$10,000	\$5,000 / \$10,000	\$10,000 / \$20,000
Employee Monthly Contribution			
Single	\$322.52	\$212.83	\$75.43
Family	\$894.34	\$590.18	\$213.23

CARE THAT KEEPS UP WITH YOUR LIFE. WHEREVER YOU ARE, WE’VE GOT YOU COVERED.

WELL360 Virtual Health

Get care when and where you need it with WELL360 Virtual Health. A board-certified doctor can see you right away. Register on Myhighmark.com or log in if you are already using the Amwell site.

Emergency Care


When you need it most, you’re covered. Emergency care is always covered at the in-network level, wherever you get it. So don’t hesitate. If you think it’s an emergency, go straight to the nearest emergency room or dial 911. Your plan may also cover emergency care received outside the United States.

MyHighmark

Manage all of your health care goals, all in one place.

Need help finding top-quality doctors and hospitals?

To search for in-network providers:

- 
 1. Go to **Myhighmark.com**.
 2. Choose **Find top-quality care close by**.
 3. Enter your ZIP code.
 4. Choose **Get Started**.
 5. Type a name or specialty into the search window.

You can still use out-of-network providers, but it may cost you more. So, check that a provider is in network before you get care.



FOR MORE BENEFITS INFORMATION,

Visit [Enrolled Benefits](#) on My.SBU
or contact Human Resources at
(716) 375-2102 or hr@sbu.edu.

Dental plans

Dental benefit plans are provided through Guardian Insurance. Everyone should have access to great dental coverage, which is why we offer comprehensive plans as part of your benefit package. Dental insurance through Guardian includes services like preventive cleanings, x-rays, restorative services like fillings, and other more serious forms of oral surgery if you ever need them.

Vision insurance

Protecting your eyesight means allowing for routine visits to the optometrist for eye exams, as well as coverage for glasses and contacts. Make sure your eyes remain in great shape at any age no matter how much time you spend staring at digital screens.

Flexible spending accounts (FSAs)

An FSA allows you to set aside money for eligible medical, dental, vision or dependent care expenses on a pretax basis. Examples of eligible expenses include eyeglasses, hearing aids, health plan deductibles and out-of-pocket dental costs. A dependent care FSA can help pay for day care for dependents under age 13. The annual medical care maximum is \$3,050 per employee and the dependent care annual household maximum is \$5,000.

Health savings accounts (HSAs)

An HSA also allows you to set aside money for eligible medical, dental, and vision expenses on a pretax basis. To qualify, you must be enrolled in a qualified high-deductible healthcare plan, cannot be enrolled in Medicare or have been claimed as a dependent on someone's taxes last year. Once enrolled, you may keep your HSA if you leave your employer, relocate or become unemployed. The funds carry over year after year and you can even choose to invest some of the HSA savings to save toward your future retirement! SBU partners with TIAA & HealthEquity to provide you with the best HSA products available!

Save on your health journey.

Join Blue365SM for FREE to get the savings you need and achieve a healthier you.

HIGHMARK
WESTERN NEW YORK

Blue365

Simply register at blue365deals.com for offers like up to 55% off select Garmin® and Fitbit® products through Heart Rate Monitors USA. You also have access to thousands of gyms nationwide for a low monthly fee through Tivity Health.

It's exclusively for members, so make sure to have your member ID handy when you sign up.

Once you've registered at blue365deals.com, you'll receive weekly deals in your inbox.

Blue365 offers exclusive savings opportunities from over 70 partners, including:


by Tivity Health















SECURE YOUR FUTURE TIAA 403(b) Retirement Plan

St. Bonaventure University recognizes the importance of providing you ways to plan for your financial future. Every employee at St Bonaventure University is automatically enrolled upon their date of hire to the TIAA 403(b) Retirement Plan at a contribution rate of 3%. In addition to automatic enrollment, the SBU Tax-Deferred Annuity Plan provides you with the following enhancements:

- Auto increase – your contribution rate will increase by 1% at the beginning of each plan year (January 1) to a maximum of 10%
- Online salary deferral – manage your contributions from anywhere, 24/7, 365.
- Self-directed auto increase – increase your contributions on your timeline.

SBU defined contribution plan (Full-time employees only)

After completion of two years of full-time employment, St. Bonaventure University will make a nonelective contribution equal to 10% of the base salary of all eligible participants. Only full-time faculty and staff are eligible for retirement contributions from SBU.

A photograph showing a man and a woman in an office setting. The man, wearing a dark sweater, is looking down at a document on a desk. The woman, with long dark hair and wearing a light-colored sweater, is leaning over him, pointing her finger at a specific part of the document. They appear to be in a collaborative work environment.

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CREATE FINANCIAL STABILITY

We offer a broad range of insurance options to protect you and your family from the unexpected.

Disability & leaves

SBU short-term disability and long-term disability plans provide partial income benefits in the event you are unable to work due to an illness or injury unrelated to your job. You are automatically enrolled in NYS mandatory disability, which provides one-half of your base salary up to a maximum of \$170 per week for up to 26 weeks. SBU also offers supplemental short-term disability coverage through Guardian.

All full-time employees are also automatically enrolled in long-term disability, which begins after six months of continuous total disability and covers 60% of your base salary until you are no longer disabled or reach Social Security retirement age.

The New York State Paid Family Leave benefit grants staff members time away from work with partial salary replacement to bond with a new child, care for a family member with a serious health condition, or for a qualifying military exigency.

Faculty should refer to the Faculty Status & Welfare Handbook for faculty leave provisions.

Life insurance

SBU provides basic term life insurance through Guardian Insurance that is equal to your annual salary, up to \$300,000 of coverage. You may also purchase Voluntary Life and AD&D in addition to the provided Group Life plan up to \$500,000.

A PARTNER FOR LIFELONG LEARNING

We understand the value of education. That's why we offer benefits that support your career and personal development, as well as the educational development of your immediate family members.

Tuition Remission program

Undergraduate Tuition Remission

St Bonaventure provides 100% tuition remission for eligible employees, spouses and dependents to pursue a St Bonaventure University undergraduate degree. Terms and conditions apply.

Graduate Tuition Remission

SBU provides 80% tuition remission for employees and 50% tuition remission for their spouses for in-person graduate programs. For any online graduate program, tuition remission is only available to eligible employees. Employees considering enrollment in a graduate program should reach out to the Office of Human Resources for more information. Tuition remission is not available for graduate programs in Occupational Therapy, Physician Assistant Studies, Physical Therapy, Nursing, or any grad program that prepares the student for professional licensure.

Tuition Exchange program

St. Bonaventure University participates in four separate tuition exchange programs. This program opportunity allows the possibility that your dependent child may receive a tuition reduction at other participating schools outside of St. Bonaventure.

Faculty & Staff Professional Development

A variety of engaging professional development opportunities are provided every year and are open to all employees, whether faculty or staff. Workshops and small group meetings are usually offered in a hybrid format and recorded to accommodate those who work remotely or whose schedules preclude them from attending in person. You'll also have a say in what is offered; surveys are done at least annually to gather input on what the campus community thinks should be provided.



PAID TIME OFF AND HOLIDAYS

Regular full-time staff with a 12-month obligation are eligible for paid time off (PTO) benefits upon full-time hire. The amount of time given is based on the number of fiscal years (June 1 to May 31) of full-time continuous service completed with the university as follows:

- 0 to <5 years of full-time service - 20 days (4-weeks)
- 5 to <10 years of full-time service - 25 days (5-weeks)
- 10+ years of full-time service - 30 days (6-weeks)

2025-2026 University Holiday Schedule

On designated holidays the university campus is closed and all full-time employees are paid for the day off. Due to the nature of their job, some full- and part-time employees may be required to work on either designated holidays or PTO Days. Those employees will be notified in advance by their area executive with additional compensation provided per university policy.

SUMMER 2025

Thursday, June 19 (Juneteenth)
Friday, July 4
Monday, July 7

FALL 2025

Monday, October 13 (Fall Break Day)
Wednesday, November 26
Thursday, November 27 (Thanksgiving Day)
Friday, November 28

WINTER 2025-2026

Tuesday, December 23 (Christmas Day)
Wednesday, December 24
Thursday, December 25
Friday, December 26
Monday, December 29
Tuesday, December 30
Wednesday, December 31
Thursday, January 1, 2026
Friday, January 2, 2026
Monday, January 19 (Martin Luther King Day)

SPRING 2026

Monday, March 2 (Midterm Break Day)
Thursday, April 2
Friday, April 3 (Good Friday)
Monday, April 6
Friday, May 22
Monday, May 25 (Memorial Day)

23 DAYS TOTAL

Access Your Employee Perks Program Today!



More perks. More savings. More of what makes you happy.

We're here to support your personal and financial well-being through exclusive deals and limited-time offers on the products, services and experiences you need and love.



START SAVING ON

Electronics • Appliances • Apparel • Cars • Flowers • Fitness Memberships
Gift Cards • Groceries • Hotels • Movie Tickets • Rental Cars • Special Events
Theme Parks • And More!

Getting Started is Easy.

Maximize your time away from the workplace and start saving today!

VISIT

<https://sbu.savings.workingadvantage.com/>

BONNIES PERKS AND DISCOUNTS

Your work-life balance and general well-being are as important to us as the work you contribute. That's why we offer a discount program through Working Advantage, your one-stop shop for savings with brands you know and love, discounts on local experiences, curated offers just for SBU employees, and new deals added weekly. It's cost-free and easy to enroll. Just visit <https://sbu.savings.workingadvantage.com> and begin saving today.

Wellness Partnership with the YMCA

St. Bonaventure University and the YMCA of the Twin Tiers have a wellness-centered partnership for all St. Bonaventure's full-time employees. In our new Workplace Wellness partnership, full-time faculty and staff of St. Bonaventure will benefit with reduced memberships and fees.



FRANCISCAN CENTER FOR SOCIAL CONCERN (FCSC)

The FCSC is SBU’s headquarters for service at St. Bonaventure. We welcome all members of the university community who have a yearning for justice and peace, respect for life, and a deep reverence for creation.

The journey begins with serving others, but also includes reflecting on that experience in the light of faith, integrating it with our studies, and becoming agents for positive change in the Catholic-Franciscan tradition. We believe that such a journey will change lives, transform our campus, and create a better world.

The good you can do through the FCSC

Direct Service

We aid members of the local community who are in need or who suffer from some form of injustice, and join in regional efforts to address social and environmental concerns.

Education

We help foster a consciousness that focuses on the human and spiritual needs of all people, that evokes compassion for those in need, and that instills in people a greater sense of responsibility and an urgency to right wrongs.

Advocacy

We help bring about structural changes that lead to a more just society and church. We stand with those struggling to reclaim their dignity or rights, and we take public stands on matters of justice and peace.

FCSC SERVICE OPPORTUNITIES

Break the Bubble

The St. Bonaventure University community is sometimes referred to as the Bona Bubble, a place where, like any college campus, students and employees feel comfortable, connected, and perhaps somewhat isolated from the rest of the world as they focus on their work.

Break the Bubble is an opportunity for the Bonaventure community to leave campus during mid-semester and holiday breaks, as well as between semesters, to participate in service trips to assist disadvantaged and under-represented populations.

A few of the recent opportunities offered are:

- St. Francis Inn, Philadelphia, Pennsylvania
- Window Rock, Arizona
- Saint’s Place, Pittsford, New York
- Becoming Bonnies: A week of service for incoming first-year students



MORE FCSC SERVICE OPPORTUNITIES

The Warming House

Our students, campus and community volunteers serve up nourishment, fellowship and dignity every single day. The Warming House soup kitchen especially needs volunteers during school breaks when SBU students are away from campus.

Bona Buddies/Bona Scouts

A youth mentoring program where one-to-one relationships are established between SBU students and local children ages 5 to 15.

SBU @ the SPCA

Members of SBU@SPCA participate in weekly trips to the SPCA in Cattaraugus County, a not-for-profit animal shelter dedicated to saving the lives of animals and providing adoption services for homeless and neglected animals.

St. Bonaventure Food Pantry

The SBU Food Pantry began in October 2019 after it became obvious to the campus community that food insecurity is an issue on college campuses across America. We stock fresh and frozen foods (fruits, vegetables and proteins) as well as shelf-stable food.

Silver Wolves & Friends with Sisters

Outreach ministries provide companionship to elderly residents in the Olean area.

Sustainability at SBU

As a campus community, we joyfully embrace the challenge to live in “right relationship” with the environment, with one another and surrounding communities.

SBU faculty and staff are welcome to join our students in service. For more information, email Mike Waseda, hwaseda@sbu.edu, or Alice Miller Nation, anation@sbu.edu.



[Learn more about LIFE AT SBU](#)

IMMERSE YOURSELF IN THE SBU COMMUNITY

A community that stays with you for life. Something for everyone, dependent on your interests.

On-campus benefits

Sandra A. and William L. Richter Center

The Richter Center is our state-of-the-art fitness and recreation center located in the heart of campus, an easy walk from any campus building. It houses three full-size basketball courts, one with a multi-purpose floor; an elevated walking/running track; racquetball courts; a huge weight room; cardiovascular equipment; and much more. Employees may use the facility at no cost. Family members may also participate with a nominal fee.

St. Bonaventure Golf Course

Located right across the road from campus, the St. Bonaventure Golf Course is a hilly, scenic and immaculately maintained 9-hole public course popular with golfers from across the region.

The course is open seven days a week through the spring, summer and fall, and motorized carts are available. Best of all, SBU employees may purchase a discounted membership. Discounts provided for on-site meal plans and on-site purchases

NCAA Division I and Club Sporting Events

Tickets either complimentary or reduced charge.

The Regina A. Quick Center for the Arts

The QCA at St. Bonaventure offers a rich cache of resources for the study of visual and performing arts and is a regional hub for culture and entertainment. The Quick Center, which is celebrating its 30th anniversary, hosts spacious art galleries, the 321-seat Rigas Family Theater, and instructional spaces for the visual and performing arts.



The QCA gift shop is fair trade and university faculty and staff receive a discount.

Please join us for a year of exceptional performances, exhibitions and community events honoring three decades of artistic excellence.

Launch of the 30th Anniversary and the opening of the 2025-2026 Exhibitions and Performing Arts Series (Sunday, Sept. 21, 2025):

Laine Immersion Arts Exhibition: Immerse yourself in the innovative work of Seneca Artist Carson Waterman in this digital projection-enhanced exhibition. A must-see for contemporary art enthusiasts.

Buffalo Philharmonic Orchestra with JoAnn Falletta: Celebrate our 30th anniversary with a special performance by the renowned Buffalo Philharmonic Orchestra, led by Grammy-winning Conductor JoAnn Falletta.

Emerging Artist Series from the Robert Grayson, Paul Groves Studio, “Postcards from Puccini” (7:30 p.m., Friday, Oct. 17, 2025): Discover the talent of young, emerging artists as they take their first steps toward professional careers. A showcase of future artistic stars.

Christmas Holiday Brass with the Southern Tier Symphony (7:30 p.m., Friday, Dec. 5, 2025): Enjoy a festive holiday performance by the Southern Tier Symphony, featuring a mix of classical and popular holiday favorites.

Canadian Brass (Feb. 13, 2026): Be captivated by the sounds of one of the most popular brass ensembles today. Masters of concert presentations, Canadian Brass has developed a uniquely engaging stage presence and rapport with audiences.

Willis Delony (March 2026): One of the nation’s leading classical/jazz crossover artists, Willis Delony is sure to delight as he collaborates with regional renowned jazz artists.

Kenan Center (April 2026): The very comedic “Shakespeare Unabridged “ will be brought to our stage by the Kenan Center, one of the premier facilities in the Buffalo Niagara region for arts, education and recreation programming.

Student groups ASIA, Step Team and the SBU Dance Team (Spring 2026): Prepare to be entertained with a variety of dance techniques as each of our talented groups steps into the spotlight during the spring semester.

Closing Ceremony (April 2026): In April 2026, we will conclude our yearlong celebration with a special evening honoring the center’s founders and supporters. The gala will feature a performance by Olean-born, Grammy-nominated artist Calabria Foti, along with a silent auction, dessert bar and dancing.

The schedule is subject to change. Please visit www.sbu.edu/qca-anniversary for the latest events.

WHERE HEART MEETS MIND

Here are just some of the ways to immerse yourself at SBU

Science on Tap

Faculty from the SBU Center for Attention, Learning, and Memory organize a monthly experience that brings together faculty, staff, students, and community members. Science on Tap occurs once a month during the fall and spring semesters. It is held at a local restaurant with a Zoom option for remote participation. There is a presentation about something related to science, followed by discussion. These events are highly engaging and accessible to anyone, regardless of their background with science.

Some previous topics addressed in Science on Tap include “Questionable Animal Husbandry,” “Glowing Fish and Hopless Beer: Are all GMOs bad?,” “The Emerging Field of Psychedelic Psychotherapy,” “The Science of Harry Potter,” and “My Nerd Heroes and Quantum Mechanical Forefathers.”

Humanity Hour

Humanity Hour is a recurring speaker series that invites St. Bonaventure faculty to present on topics in the arts and humanities (very broadly understood). The event takes place off campus, beginning with dinner, followed by the presentation and discussion. It is an opportunity for everyone at Bonaventure who is interested in these topics to share community with one another and discuss both current and perennial questions in language, art, culture, society, politics, philosophy, education, and beyond.

Our past speakers include faculty in Philosophy, English, Computer Science, Theology, History, Biology, and the Jandoli School of Communication. Those who are interested in presenting at Humanity Hour are very much encouraged to contact the series organizer, Dr. Stephen Setman (ssetman@sbu.edu).



Humanity Hour

ATTRACTIONS NEAR SBU

Situated in the southwestern corner of New York state in an expansive region of natural beauty known as the Southern Tier, St. Bonaventure benefits from a location that is ideal for a residential college.

The campus is nestled between the city of Olean on the east and the village of Allegany on the west, so you’re just minutes from some of the best restaurants in the region and stores to fill every need, from the familiar big-box centers to small specialty shops.

Mt. Irenaeus

Rooted in Franciscan tradition, the Mt. Irenaeus community is committed to simple, joyful, healing communion with God and all creation through contemplation and communal experience of God’s justice, love, and peace in contemporary life. mountainonline.org/

Allegheny River Valley Trail

The Allegheny River Valley trail is a 5.6-mile, 10-foot wide ribbon of fun and fitness right in our own backyard, and across our front lawn. The looped, paved-surface walking, jogging and biking trail runs along the banks of the scenic Allegheny River and through portions of the city of Olean and town of Allegany before returning to campus.

Skiing at nearby Holiday Valley

Holiday Valley, a four-season resort in Ellicottville, N.Y., about a 25-minute drive from campus, offers downhill and cross-country skiing and a beautiful 18-hole golf course. Ski Magazine ranked it 10th best in the East and No. 2 in N.Y. for 2020. Holiday Valley gets high praise for its extensive lift system and family friendliness. www.holidayvalley.com





MORE ATTRACTIONS NEAR SBU

Cattaraugus County

Home to Allegany State Park (the largest state park in New York), Ellicottville (“The Aspen of the East”), The Amish Trail, Rock City Park, Griffis Sculpture Park, Sprague’s Maple Farms, and the Seneca Nation of Indians and its Seneca Allegany Resort and Casino, Catt County offers something for everyone. Visit The Enchanted Mountains, the official website for tourism and visitor information. www.enchantedmountains.com

Chautauqua County

The Chautauqua-Lake Erie Region, a short drive from the St. Bonaventure campus, is a Western New York hot spot for outdoor recreation and vacationing. You can explore museums like the National Comedy Center, Lucille Ball-Desi Arnaz Museum, or Roger Tory Peterson Institute of Natural History, all in Jamestown. Visit Chautauqua Institution, a destination for summer learning that draws globally recognized speakers, performers, and artists. Visit Tour Chautauqua, the official website for tourism and visitor information, at www.tourchautauqua.com

Buffalo-Niagara Region

Buffalo has undergone a remarkable transformation in recent years, from a redeveloped waterfront and revitalized neighborhoods to a burgeoning craft beer scene and over \$1 billion in new investment. Like architecture? Visit seven Frank Lloyd Wright structures. Enjoy art and entertainment? Spend the morning with Charles Burchfield at the Burchfield Penney Art Center. History buff? Relive where President Theodore Roosevelt took the oath of office. Looking for something more casual? Take in the scene at Canalside or Larkin Square or check out Niagara Falls. (Yes, THAT Niagara Falls!) Visit www.visitbuffaloniagara.com to discover all there is to do in the region.

Finger Lakes Region

There are many reasons to visit the Finger Lakes – gorgeous lakes, wine and culinary highlights, exceptional hiking and biking, skiing, and golf combined with a family-friendly atmosphere. The Finger Lakes Region of New York is a 9,000-square mile, four-season playground, set against a backdrop of Mother Nature’s best work: from waterfalls and gorges to rolling hills to miles of spectacular shoreline around 11 glacial lakes and one Great Lake. Visit www.visitfingerlakes.com to learn more about the Finger Lakes.



FOR MORE BENEFITS INFORMATION

Contact the Office of Human Resources: (716) 375-2102, or hr@sbu.edu.

[Click here](#) to see SBU’s Staff Handbook on MySBU.