



2026

Benefits Summary

JANUARY 1, 2026, THROUGH DECEMBER 31, 2026



Pay Schedule

Employees are paid on the 10th and 25th each month. If these dates fall on the weekend, the payroll date is the business day prior to the holiday or weekend.

Retirement Savings

Gonzaga University offers a 403(b) retirement plan through TIAA. Voluntary contributions are allowed into the 403(b) plan up to the IRS annual maximum. Adjunct employees are not automatically enrolled into the retirement plan but may adjust their elections at any time by using their personal TIAA account.

Access unlimited and free financial planning and wealth management assistance services at auth.tiaa.org.

Retirement Plan	Under Age 50	Age 50–59, 64+	Age 60–63
403(b) Contributions	\$24,500	\$32,500	\$35,750

Please note: Under the SECURE Act 2.0, employees aged 50 and older who earned more than \$145,000 in FICA wages in the previous calendar year will be required to make age based catch-up contributions as Roth contributions in employer-sponsored retirement plans. This means that those earning above the \$145,000 threshold must contribute to their retirement accounts on an after-tax basis, rather than as pre-tax contributions. Employees earning below this threshold can elect to make pre-tax or Roth catch-up contributions.

No Cost Bus Passes

You can get free access with the SSO through the STA app.

Rudolf Fitness Center

Adjuncts are considered primary users and have free access to the Rudolf Fitness Center during all open recreation hours. Spouses and children (ages 16–18) of employees may pay a semester use fee or a per-use fee. Children have access to the fitness center on Saturday and Sunday and must be supervised by their parents.

Myrtle Woldson Performing Arts Center

Performances include Gonzaga music, theatre, and dance productions as well as productions by local arts groups and national touring companies. Ticket prices vary. See event listings at gonzaga.edu/mwpac or visit the Myrtle Woldson Performing Arts Center Box Office.

Adjuncts receive a \$5 discount on adult tickets with ID when purchased at the Myrtle Woldson Performing Arts Center Box Office.

Free Athletic Tickets

- **Men and women's soccer, volleyball, and baseball games:** Gonzaga employees are able to get themselves and their immediate family (spouse and children) into games by presenting their ZAGCARD at the main gate.
- **Men's and women's basketball games:** Faculty and staff must register online at gozags.com/facultystaff for faculty and staff tickets to regular-season men's and women's basketball home games. The same account will be used for both men's and women's basketball faculty and staff ticketing.
 - » During each claim window, Gonzaga employees will be able to claim up to two (2) complimentary tickets to each men's basketball home game and up to four (4) complimentary tickets to each women's basketball home game for their immediate family.

To receive complimentary tickets, employees must claim a mobile ticket during the claim window. The claim window will open one (1) week prior to each home game at 7 a.m. Once all tickets have been claimed, faculty and staff who were not able to claim a ticket can log in and add themselves to the waitlist. They will be notified by email if they have been awarded a ticket.



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Sodexo Meal Plans

Operated by Sodexo Campus Services, breakfast, lunch, and dinner are served in the Hemmingson Marketplace and Sub Connection. There are several other food locations on campus inside the following buildings: Tilford, Crosby, Kennedy, and Cataldo. The price of the meals varies and all facilities are open to all personnel.

ZagShop Campus Bookstore

- The Gonzaga University Bookstore is located in the BARC. The store hours are 8 a.m. to 5 p.m., Monday through Friday except for summer and holidays when hours may vary.
- Employees receive a 15% discount on regular-priced items, excluding candy, software, and sales.

In addition to the benefits listed above, Gonzaga University offers our adjunct employees discounts in our community including hotels, restaurants, wellness offices, wireless services, and much more. For a more comprehensive list, visit the benefits website.

Employee Assistance Program

Gonzaga University offers support services **AT NO COST** to you and your household through SupportLinc.

SupportLinc is a free, strictly confidential service that includes 24/7 online and telephonic counseling and up to **five free face-to-face visits** per person, per issue, per year with a licensed clinician.

Sick Leave

Adjunct faculty are expected to hold their scheduled classes and meet teaching responsibilities. If an illness or other situation comes up and you need to discuss sick or other leave options, please coordinate with your Chair and/or benefits@gonzaga.edu.

This summary contains highlights of the benefits options available to you through Gonzaga University. They are not complete descriptions of the benefits. Gonzaga University may terminate, withdraw, or modify any benefit described in this summary, in whole or in part, at any time. The descriptions of the benefit are not guarantees of current or future employment or benefits. If there is any conflict between this summary and the official Plan Document, the official documents will govern.