

Statement of Benefits

(Full-Time Faculty)

Updated 07/2016

- **Medical Insurance** (*UPMC Consumer Advantage – Premium Network EPO/PPO*) Contribution amount is 11% of the actual premium for the level of coverage selected. The College pays the \$1,250/\$2,500 annual deductible.
 - *Opt out of medical coverage for \$75 cash payment per pay (\$1,950 per year)*
- **Dental Coverage** (*UPMC Dental Advantage*) Premium fully paid by the College for full-time employees. Employee may elect to upgrade coverage level as follows:
 - Employee plus Spouse - \$13.83/pay
 - Employee plus Child(ren) - \$15.58/pay
 - Family Coverage - \$33.93/pay
- **Vision Coverage** (*UPMC Vision Care - Prime*) Premium fully paid by the College for full-time employees. Employee may elect to upgrade coverage level as follows:
 - Family - \$3.92/pay
- **Short Term Disability** (*Assurant/PSBA - 67% of weekly pay, maximum of \$1,800 per week*) Premium paid by the College.
- **Long Term Disability** (*Assurant/PSBA - 66⅔% of monthly pay, maximum of \$7,800 per month*) Premium paid by the College.
- **Life Insurance** (*Assurant/PSBA - 2 times annual salary*) Premium paid by the College.



- **Retirement Benefits** (*TIAA-CREF*) Pennsylvania Highlands Community College will contribute 10% of full-time employees' base salary. Employee must contribute 4% of base salary. Voluntary contributions over 4% can be elected by the employee to the maximum allowed by law.
- **Workers' Compensation** Premium paid by the College.
- **Sick Leave** (*10 days per year – rollover of up to 50 days dependent upon full-time years of service*)
- **Personal Leave** (*3 days per year*)
- **Bereavement Leave** (*5 days - immediate family, 3 days - near relative, 1 day - other relative*)
- \$100 yearly reimbursement toward a membership in a health club or fitness center
- Tuition Waiver Policy – Full time faculty, spouses and dependents (IRS rules) of full-time faculty receive a waiver of tuition for a maximum of sixty-eight (68) credits.