

Statement of Benefits

(**Support Staff** – includes all support personnel belonging to the PA Federation of Teachers Support Staff Bargaining Unit)

Updated 07/2018

- **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 levels as follows:
 - Family - \$4.70/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 8% or 10% of full-time employees' base salary (contribution amount is calculated as 2 times employee contribution). Employee must contribute 4% or 5% of base salary (employee's choice). Voluntary contributions over the selected amount can be elected by the employee to the maximum allowed by law.
- **Workers' Compensation** Premium paid by the College.



- **PTO (Paid Time Off)** – based on years of service, accrues per pay period.
 - <1 year - accrues at 3.8462 hours per pay
 - 1-4 years - accrues at 6.9231 hours per pay
 - 5-9 years - accrues at 7.6923 hours per pay
 - 10-14 years - accrues at 8.4615 hours per pay
 - 15+ years - accrues at 9.2308 hours per pay

- **Bereavement Leave** (*5 days - immediate family, 3 days - near relative*)

- **11 Paid Holidays**
 - Independence day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day
 - New Year's Day
 - Memorial Day
 - Four (4) additional holiday observances to be determined based on the academic calendar.

- College is closed the week between Christmas and New Year's Day.

- \$150 reimbursement per fiscal year toward a membership in a health club or fitness center.

- **Tuition Waiver Policy** – Full time support staff, spouses and dependents (IRS rules) of full-time support staff receive a waiver of tuition for a maximum of sixty-eight (68) credits.