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.