

Statement of Benefits for Faculty

(Includes Full-Time Faculty belonging to the PA Federation of Teachers Faculty Bargaining Unit)

Updated 07/2020

- **Medical Insurance** (*UPMC Consumer Advantage – HRA PPO - Premium Network*) Contribution amount is 11% of the actual premium for the level of coverage selected. Coverage begins on the first day of employment. 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. Coverage begins on the first day of employment. Employee may elect to upgrade coverage level as follows:
 - Employee plus Spouse - \$14.87/pay
 - Employee plus Child(ren) - \$16.75/pay
 - Family Coverage - \$36.48/pay
- **Vision Coverage** (*UPMC Vision Care - Prime*) Premium fully paid by the College for full-time employees. Coverage begins on the first day of employment. Employee may elect to upgrade coverage level as follows:
 - Family - \$5.18/pay
- **Short Term Disability** (*OneAmerica - 67% of weekly pay, maximum of \$1,800 per week*) Premium paid by the College. Coverage begins on the first day of employment.
- **Long Term Disability** (*OneAmerica - 66⅔% of monthly pay, maximum of \$7,800 per month*) Premium paid by the College. Coverage begins on the first day of employment.
- **Life Insurance** (*OneAmerica - 2 times annual salary*) Premium paid by the College. Coverage begins on the first day of employment.
- **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 fiscal year – rollover of up to 50 days dependent upon full-time years of service*)



- **Personal Leave** (*3 days per fiscal year*)
- **Bereavement Leave** (*5 days - immediate family, 3 days - near relative, 1 day - other relative*)
- **Jury Duty Leave** – Jury Duty service will be paid by the College upon approval from the President with the submission of a jury duty summons and verification of attendance.
- **Family and Medical Leave** – The College will comply with the Family and Medical Leave Act which grants up to 12 weeks of leave (or 26 weeks of military caregiver leave) during a 12-month period to eligible employees.
- **Military Leave under USERRA** – The College will comply with the regulations of the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 and any applicable laws in Pennsylvania as they relate to military/uniformed service.
- **Health Activity Reimbursement** – \$100 reimbursement per calendar year toward a membership in a health club or fitness center.
- **Professional Development** – Employees may attend off-site seminars, conferences or workshops annually that will be paid for by the College. All requests for professional development are subject to review & approval based on the College's annual budget established for these programs.
- **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.
- **Tuition Reimbursement** – Full-time faculty employees who are completing graduate-level coursework from an accredited institution may request reimbursement of up to 50% of the tuition per course. All requests require pre-approval and approved requests will be placed in the funding pool. The amount reimbursed is based on available funds and the number of employees requesting reimbursement.