

## **The College of St. Scholastica offers the following benefits to employees:**

### **Medical Insurance**

Faculty regularly scheduled to work at least 25 hours per week and staff regularly scheduled to work at least time 30 hours per week are eligible. Single and family coverage are available. Premiums for this benefit are paid for by the College and by the employee.

### **Dental**

Faculty regularly scheduled to work at least 25 hours per week and staff regularly scheduled to work at least time 30 hours per week are eligible. Two different levels of coverage are available. Premiums for this benefit are paid for by the employee.

### **Flexible Benefits Accounts (Medical Spending Account and Dependent Care Account)**

Faculty regularly scheduled to work at least 25 hours per week and staff regularly scheduled to work at least time 30 hours per week are eligible.

### **Long Term Disability Insurance**

Faculty and staff working at least 40 hours per week are eligible. Premiums for this benefit are paid for by the College.

### **Basic Life Insurance/AD&D**

Faculty and staff working at least 40 hours per week are eligible. Premiums for this benefit are paid for by the College. The benefit amount is equal to two times annual salary.

### **Elective Life Insurance**

Faculty regularly scheduled to work at least 25 hours per week and staff regularly scheduled to work at least time 30 hours per week are eligible. Premiums for this benefit are paid for by the employee.

### **Retirement Plan**

**Mandatory Contributions:** Faculty and staff who are at least 21 years of age and who have completed one year of service during which they have completed 1,000 or more hours of service must make mandatory contributions to this 403(B) plan as a condition of employment. Exempt employees must contribute 4% and non-exempt employees must contribute 3% of basic annual compensation. The college will contribute 8%.

**Voluntary Salary Reduction Contributions:** All employees are also eligible to contribute before tax voluntary contributions up to IRS maximums.

### **Employee Assistance Program (EAP)**

All regular faculty and staff are eligible.

### **Tuition Remission**

Faculty, staff, spouses, and dependent children may be eligible.

### **Paid Leave**

Vacation leave, sick leave and paid holidays are provided for eligible employees.