VASSAR | HUMAN RESOURCES

Benefits Summary –Benefit Eligible Faculty

HEALTH INSURANCE

- Medical insurance benefits begin on the 1st of the month following your hire into a benefits-eligible position. You have a choice of three health plans: Aetna Meritain EPO, PPO, or High Deductible Health Plan with an HSA.
- Vassar pays 85% of the total cost of single coverage, and 70% of the cost of employee plus dependent(s) coverage. The contribution percentage is based on the EPO premium.

VISION INSURANCE

- Vassar sponsors voluntary vision insurance through Aetna. You will be offered the option of electing coverage at new hire and open enrollment annually.

DENTAL INSURANCE

- Vassar sponsors a voluntary (employee-paid) dental insurance plan through Delta Dental. You will be offered the option of electing coverage at new hire and open enrollment annually.

FLEXIBLE SPENDING ACCOUNTS

- You are eligible to elect up to the current IRS-determined maximum in a Medical Flex spending account and/or a Dependent Care Flex spending account. Transit and Parking Flex accounts are also available for reimbursement of work-related public transportation travel.

RETIREMENT PLAN

- Upon hire, you are automatically enrolled in the Supplemental Retirement Account (SRA) at a tax-deferred 4% contribution from your paycheck.
- As a new hire your contributions (SRA), and Vassar's once they begin, will be sent to your choice of provider, Fidelity Investments (default provider) or TIAA, and will be invested in target-date funds appropriate to your age. You may change the percentage you contribute, your retirement provider, and/or your investments at any time in a dedicated portal.
- After one (1) year of service, Vassar will contribute to an employer sponsored retirement plan. The contribution is based on your age as of July 1, and your compensation as follows:
  age 21 - 29 receive 7%
  age 30 - 39 receive 11%
  age 40 (+) receive 12 %.

TUITION BENEFITS

(*Available to faculty on full-time tenure track appointments or on visiting appointments of 3 years or more.)*

- You, your spouse/partner, or dependent children may attend up to eight semesters at Vassar College tuition-free if accepted as a Vassar student.

- You or your spouse/partner may take Vassar courses tuition-free on a course by course basis with prior approval.
- Vassar provides tuition grants for dependent children up to age 24 attending other colleges: the grants cover the college's tuition, up to a maximum of 50% of Vassar's tuition.

LONG TERM DISABILITY INSURANCE

- Vassar provides disability coverage equivalent to 60% of your salary up to a monthly benefit maximum of $10,000. This insurance provides a monthly income after 6 months of total disability. Waiting periods may apply.

LIFE INSURANCE

- Vassar provides term life insurance coverage equal to your annual salary, to a maximum of $200,000. (Reductions apply for employees over 70 years of age.) Waiting periods may apply. You may purchase additional life insurance, subject to medical underwriting except at hire or open enrollment.

VOLUNTARY ACCIDENT INSURANCE

- Accident Insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed in the schedule of benefits. The accident base plan is a guaranteed issue, so no health questions are required.(employee paid)

VOLUNTARY SPECIFIED DISEASE INSURANCE

- This helps offset the financial effects of a catastrophic illness by paying a lump sum benefit when employees or their covered dependents are diagnosed with a covered illness. The benefit is based on the purchase of a 10k or a 20K policy, the illness & other policy provisions. (employee paid)

TELEMEDICINE

- You and your family can consult board-certified, prescribing physicians free of charge via phone, website or app. The free telemedicine benefit also includes mental health tele-counseling, expert second opinion, dermatology consults, and coaching on back care and nutrition.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- Vassar's EAP provides you and your family access to free, confidential short-term counseling and assistance with work-life issues such as elder care and child care.