

FULL-TIME FACULTY BENEFITS

1st YEAR OF EMPLOYMENT	
<ul style="list-style-type: none"> ▪ Employee medical coverage ⁽¹⁾ ▪ Employee vision coverage ⁽¹⁾ ▪ Employee dental coverage ⁽¹⁾ ▪ Employee long-term disability ⁽¹⁾ ▪ Employee life insurance ⁽¹⁾ ▪ 401(k) after a 6-month period, employees can contribute to the maximum of the IRS limit. Employee contributes \$1.00, PTC matches \$4.00 to a maximum of 4%. ▪ Vesting is 20% per year; 100% vested after 5 years ▪ Fourteen (14) days of paid holidays ▪ Faculty - Eighteen (18) Paid Time Off days ▪ Paid sick leave bank: ten (10) days sick leave earned per year (accumulates indefinitely) 	<ul style="list-style-type: none"> ▪ Wellness Program – earn 2 additional PTO days for completing the Wellness Rewards ▪ Supplemental benefits, paid by employee: Short-term disability, Cancer, Long-term Care, Voluntary Life ▪ Employee Assistance Program ▪ Tuition Assistance (Faculty) ▪ PTC Tuition Waiver (Faculty) ▪ On-site Education Programs (Faculty & Staff) ▪ Work/Life Balance programs – includes 16 hours paid time off for school events ▪ Pet Insurance (employee paid) ▪ Non-profit (student) loan forgiveness eligible employer ▪ Free employee parking
2nd YEAR OF EMPLOYMENT	
<ul style="list-style-type: none"> ▪ Family Tuition Waiver 	
3rd YEAR OF EMPLOYMENT	
<ul style="list-style-type: none"> ▪ Eligible for Tuition Exchange Program 	<ul style="list-style-type: none"> ▪ Adoption expense program
6th YEAR OF EMPLOYMENT	
<ul style="list-style-type: none"> ▪ Faculty - Twenty-three (23) Paid Time Off days 	
20th YEAR OF EMPLOYMENT	
<ul style="list-style-type: none"> ▪ Faculty-Twenty-five (25) Paid Time Off days 	

The effective date of insurance coverage is the first of the month following your first day of active employment.

(1) Participation in the insurance plans is voluntary. Faculty and Staff members electing coverage must contribute toward each insurance option selected for their coverage. Medical, vision, and dental coverage are available. Current medical options are provided by Highmark: Performance Flex and Performance Blue HDHP.