

VERMONT ACADEMY - FRINGE BENEFITS PLANS
FULL-TIME SALARIED/EXEMPT EMPLOYEES
ALL BENEFITS SUBJECT TO CHANGE

<p>Health Insurance Eligible: 1st of month following employment Provided by Blue Cross/Blue Shield of Vermont</p>	<p>Full cost for employee on \$1200 deductible plan paid by VA. Other plans (lower deductible) for individuals and additional family members can be purchased through pre-tax payroll deduction. All plans offer prescription coverage.</p>
<p>Dental Insurance Eligible: 1st of month following 3 months employment Provided by Northeast Delta Dental</p>	<p>Full cost for the employee covered by VA. Two person and family plans can be purchased through pre-tax payroll deduction.</p>
<p>Health Insurance Declined Eligible: 1st of month following employment</p>	<p>If proof of comparable insurance is provided VA pays a stipend per month for not enrolling in our health insurance. This is taxable income.</p>
<p>Flexible Spending Account Eligible: 1st of month following employment Administered by Combined Services</p>	<p>The plan allows employees to put pre-tax dollars into a fund for the reimbursement of medical expenses or child care costs.</p>
<p>Life Insurance Eligible: 1st of month following 6 months employment Administered by Dearborn Group</p>	<p>VA pays the full cost of coverage equal to employee's annual salary rounded to the next higher \$1,000. Additional insurance can be purchased for the employee, spouse or children with payroll deduction.</p>
<p>Short Term Disability Insurance Eligible: 1st of month following 3 months employment Administered by Vermont Academy</p>	<p>VA covers the payment of compensation at 66% and the full payment of benefits for employees certified to be disabled by a physician when not covered by worker's compensation. Payments begin 30 days after disability determination and will be provided for up to 5 months.</p>
<p>Long Term Disability Insurance Eligible: 1st of month following 1 year employment Administered by Dearborn Group</p>	<p>VA pays the full cost for insurance that begins making payments on the first day of the month following six months of continuous total disability. The monthly income benefit will equal 60% of the employee's monthly wage base, not to exceed \$3,000 per month.</p>
<p>Pension Plan Administered by TIAA (Teachers Insurance Annuity Association)</p>	<p>The employee contributes up to 6% of the employee's regular salary; the Academy will match up to 6%. The employee contributions are made on a pre-tax basis.</p>
<p>Supplemental Retirement Annuity (SRA) Administered by TIAA</p>	<p>A voluntary plan that allows additional contributions to a tax deferred retirement fund. The Academy adds no funds. The plan does have a loan feature.</p>
<p>Maternity Leave</p>	<p>In compliance with the Vermont Family Leave Act (FMLA), which allows for 12 weeks of leave, Vermont Academy provides for two months paid leave. The paid leave shall be for consecutive days.</p>
<p>Parental and Family Leave</p>	<p>The Academy endorses the Vermont Parental and Family Leave Law of 1992.</p>
<p>Tuition Benefits for Faculty/Staff Children</p>	<p>Children of VA employees retained prior to September 1 will, assuming they meet admissions criteria, be eligible for scholarship benefits at 80% of day tuition rates.</p>
<p>Automatic Payroll Direct Deposit</p>	<p>Payroll checks can be deposited in up to 3 accounts.</p>
<p>Additional Benefits</p>	<p>No cost flu shots, discounts in the school store, UPS shipping at your expense</p>

Please refer to the Employee Handbook and individual benefit policies for further details