



Collegiate School Benefits Summary

Effective January 1, 2024

Health and Welfare Benefits

Medical

The School offers three United HealthCare (UHC) plans administrated by UMR (United Medical Resources):

1. **EPO** (Exclusive Provider Organization) in-network-only plan;
2. **PPO** (Preferred Provider Organization) offering both in and out-of-network coverage; and
3. **CDHP** (Consumer Driven Health Plan) with **HSA** (Health Savings Account) a lower-premium, higher-deductible plan, offering free in-network preventative care coupled with a higher deductible plan and the ability to contribute to a pre-tax Health Savings Account.

Eligibility: First day of employment.

Premium Contributions:

MEDICAL		UMR EPO	UMR PPO	UMR CDHP w/HSA
Single	Employee Pays	\$0.00	\$292.18	\$0.00
	School Pays	\$1,702.70	\$1,505.14	\$1,471.53
	Total Cost	\$1,702.70	\$1,797.31	\$1,471.53
EE + 1	Employee Pays	\$1,384.34	\$1,800.37	\$400.00
	School Pays	\$2,080.07	\$1,862.94	\$2,578.94
	Total Cost	\$3,464.41	\$3,663.31	\$2,978.94
Family	Employee Pays	\$2,003.26	\$2,585.31	\$600.00
	School Pays	\$3,062.59	\$2,774.27	\$3,749.31
	Total Cost	\$5,065.95	\$5,359.58	\$4,349.31

- When CDHP is selected, Collegiate contributes 50% of the annual deductible to the employee's HSA account (\$1,000/employee only, \$2,000/family).
- Employees who decline medical insurance because they are insured elsewhere will receive an additional \$1,200 per year, paid monthly.

Dental

Dental insurance is provided through Empire Blue Cross Blue Shield to all benefits-eligible employees. The dental plan covers two regular annual checkups in full, and partial payment toward certain procedures according to a schedule.

Vision

The school offers a comprehensive vision plan through VSP.

Basic Life and Accidental Death and Dismemberment

Benefits-eligible employees are provided with a term Life and Accidental Death and Dismemberment insurance benefit at no cost to the employee. This benefit is computed as the annual salary of the employee, and automatically drops to 50% upon attainment of age 70.

Voluntary (Supplemental) Life and Accidental Death and Dismemberment

Benefits-eligible employees may purchase additional term life insurance for themselves and/or their eligible dependents, on a voluntary basis, with special pricing.

Long-Term Disability

The employee makes a contribution toward the premium for this insurance for benefits-eligible employees. Because the employee contributes toward this coverage, long-term disability income is not taxable.

Workers' Compensation

The school pays for Workers' Compensation insurance to provide the employee an opportunity to be reimbursed for medical bills and loss of compensation caused by work-related accidents. Please see the Employee Manual for instructions regarding work-related accidents.

Salary Continuation Benefits

This benefit provides a salary continuation benefit during a period of FMLA leave for the employee's own serious health condition, based on the employee's length of service. Employees must be eligible for and approved to take FMLA leave to be eligible for salary continuation benefits.

Years of Service Completed	Compensation
1 year of employment, but less than 2 years	1 month's salary
2 years of employment, but less than 3 years	2 months' salary
3 years of employment, but less than 4 years	3 months' salary

Additional Cash Compensation

Housing

Benefits-eligible faculty and administrators receive a \$9,000 housing allowance, added to salary. Associate teachers are not eligible for this benefit.

Cultural Stipend

All employees receive a \$500 cultural stipend each year in May, pro-rated during the first year of employment.

[Retirement](#)

FICA

The school and all salaried employees contribute matching amounts under the provisions of the Social Security and Medicare Program. All employees are eligible for the benefits of the Program. Collegiate pays 7.65% toward Social Security up to the IRS maximum pay amount and 1.45% on the balance.

TIAA Retirement Annuities

The school joins the benefits-eligible employee in purchasing annuity contracts from TIAA; the school contributes the equivalent of 7% of salary, and the individual contributes 3%. Participation is a mandatory condition of employment when the benefits-eligible employee reaches his or her twenty-sixth birthday and has satisfied the eligibility requirements.

Thrift

Beginning with the eighth year of employment, Collegiate contributes an additional 5% to the employee's retirement annuity.

[Additional Benefits](#)

Pre-Tax Flexible Spending Accounts

- Medical
- Dependent Care
- Transportation and Parking

Tuition Reimbursement

Faculty and staff can be reimbursed up to \$1,000 (pro-rated for part-time teachers) for professionally related courses or conferences. As much as \$1,000 total of the tuition support can be used for authorized computer purchase every three years, subject to certain limitations.

Housing Grants

In addition to the housing allowance, the endowed *Robert E. and Judith O. Rubin Housing Fund* provides housing subsidies to faculty members for extraordinary needs.

Lunch

In order to foster informal interactions between faculty, staff, and students, and to provide appropriate levels of supervision in the dining room, employees are provided lunch each day.

Employee Assistance Program

The ISBC (Independent School Benefits Consortium) Health Hub Program helps employees resolve personal concerns that may affect job performance. They offer individualized confidential help 24/7 for personal issues covering counseling, work/life benefits, information resource benefits, lifestyle benefits, and chronic care support.