

## HEALTH & INSURANCE

- ▶ **Medical (UMR):** Flexible plan options (PPO, EPO, CDHP), including a \$0 premium option for employees
- ▶ **100% Preventive Care** All plan options
- ▶ **Employer HSA Contributions** Up to \$2,000/year
- ▶ **Dental (Anthem)** Preventive fully covered
- ▶ **Vision (VSP)** Exams, lenses & frames
- ▶ **Opt-Out Incentive** \$1,200/year if covered elsewhere

## FINANCIAL PROTECTION & RETIREMENT (TIAA)

- ▶ **Life Insurance** 1× salary, up to \$300,000 — school-paid
- ▶ **Short-Term Disability** Salary continuation
- ▶ **Long-Term Disability** 60% income protection
- ▶ **Employer Contribution** 7% of salary from Collegiate
- ▶ **Employee Contribution** 3% of salary required
- ▶ **Additional Employer Contribution** 5% beginning in 8th year of employment

## FINANCIAL PLANNING ADVICE

- ▶ **Budgeting & Debt** Free personalized guidance
- ▶ **Investment Education** Unbiased, no-product-sales advice
- ▶ **403(b) & Retirement** Planning and readiness support
- ▶ **College Savings** Education cost planning
- ▶ **Schedule Anytime** Free sessions at captrust.com

## PROFESSIONAL DEVELOPMENT & GROWTH

- ▶ **Professional Development** Conferences, certifications & training
- ▶ **Personal Development or Tech** Up to \$1,000/year
- ▶ **Advanced Study Grants** Up to \$3,500/year for approved degree programs

## SPECIAL FACULTY HIGHLIGHTS

- ▶ **Sabbatical** Eligible after 7 years: semester (full pay) or year (half pay)
- ▶ **Van Horne Grants** Travel, research & immersive experiences
- ▶ **Dresden Curriculum Grants** Curriculum design & innovation funding
- ▶ **Rubin Housing Grants** Relocation and home improvements

## LIFESTYLE BENEFITS

- ▶ **Daily Meals** Free breakfast & lunch every day
- ▶ **Cultural Award** \$500/year for NYC experiences
- ▶ **Sweat Equity** Up to \$400/year fitness reimbursement

## WELLNESS & SUPPORT

- ▶ **ISBC Health Hub** 24/7 virtual care & mental health support
- ▶ **BenefitsVIP** Advocacy for claims & billing
- ▶ **Real Appeal** Free wellness & weight management

## WHY COLLEGIATE STANDS OUT

- ◆ Strong employer-paid benefits & retirement contributions
- ◆ Deep investment in professional growth & faculty excellence
- ◆ Unique perks: sabbaticals, housing grants, daily meals & cultural awards