

BENEFIT PACKAGE FOR FACULTY EMPLOYEES

The benefits outlined below have been negotiated for full-time employees represented by the Wisconsin Federation of Teachers (WFT), Local 395, AFL-CIO, and covered under the WITC Faculty Master Contract. **For additional information, please contact the WITC Human Resources Office at 505 Pine Ridge Drive, Shell Lake, WI 54871 (telephone: 715/468-2815).**

GROUP MEDICAL	Employee has choice of two medical plans. Benefits for these plans are the same; however, the plans differ in cost of premiums, co-insurance and maximum out-of-pocket benefit. Employees electing the Network medical plan choose between two plans: one offers a 85/15 co-insurance with 100% coverage after deductible and meeting 15% of \$5,000 of eligible expenses (single coverage - \$15/mo., single+1 - \$40/mo. and family coverage costs - \$50/mo.). The other plan offers a 80/20 co-insurance with 100% coverage after deductible and meeting 20% of \$10,000 of eligible expenses (single - \$7/mo., single+1 - \$13/mo., and family - \$17/mo.) Employees electing either of the Network Medical Plans receive a monthly cash credit from employer to a medical flexible spending account. All Plans are self-insured by WITC. All premiums are taken on a pre-tax basis. Employees not electing medical insurance coverage are eligible for \$150/mo. in lieu of medical insurance provided documentation of other coverage is on file with Human Resources.
GROUP DENTAL	College pays full monthly premium of \$30.72/month for single or \$103.22/mo. for family coverage under Wisconsin Indianhead Technical College Group Dental Plan. Employees working less than 1330 hours per year will pay a pro-rated premium.
GROUP VISION	Eligible employees have the option of participating in the group vision plan. Employee pays monthly premium for the vision coverage which is taken on a pre-tax basis the first pay period of the month. The monthly premiums are single/\$6.98, employee + 1/\$11.88, and family/\$17.37.
FLEXIBLE SPENDING ACCOUNT	This program is optional and allows employees to set aside pre-tax benefit dollars from their bi-weekly earnings to cover dependent care expenses as well as a variety of medical expenses not otherwise covered by insurance (e.g. deductibles, co-insurance, etc.). For faculty participating in the WITC network medical plan, WITC contributes \$25/month for a family plan, \$17.50/month for a single+1 plan, and \$10/month for a single plan to the medical reimbursement flexible spending account for the employee.
GROUP TERM LIFE INSURANCE	Employee death benefit equals 1.5 times contract salary to a maximum policy of \$50,000. Plan includes Accidental Death & Dismemberment coverage as well as dependent coverage of \$5,000 for spouse, \$2,000 for dependent age 6 months to 19 years (25 if full-time student) and \$1,000 for dependent 14 days to 6 months. Premium is paid by the College.
LONG TERM DISABILITY	If employee becomes totally disabled, he/she is covered under an Income Protection Program that pays up to 90% of annual base earnings, when integrated with other income. Sixty (60) calendar day waiting period. 90% based on a maximum salary \$60,000. Premium is paid by the College.
RETIREMENT	Employee participates in the Wisconsin Retirement System. College pays both employer and employee contributions (10.6% combined for 2008). WITC offers participation in a 403b pre-tax retirement plan of a match amount that is established at 1.5% match of annual base salary which there is no lifetime match or years of service to a lifetime maximum of \$9,500. Eligibility to participate begins with fiscal year of completing three years of full-time employment with WITC.
HOLIDAYS	Employee is paid for eight (8) holidays which are identified in the Faculty Master Contract by campus location. These holidays include New Year's Eve, New Year's Day, Good Friday, Labor Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Eve Day and Christmas Day.
SICK LEAVE	Employee is awarded eighty-four (84) hours of paid sick time per fiscal year. Sick time is cumulative to 840 hours. Up to 42 hours of sick time can be used each fiscal year for family illness as defined in union contract.
PERSONAL LEAVE	Seven (7) hours of paid personal time is allotted each fiscal year for the employee to conduct personal business. Personal leave is non-cumulative.
OTHER LEAVES	A variety of other leave opportunities have also been negotiated and appear in the Faculty Master Contract. These leaves include: Child Rearing Leave; Jury Duty; Bereavement Leave; Professional Leave, Industrial Leave, Civic Participation Leave; Health Leave, Educational Leave; and Mid-Career Leave.