

MIDDLEBURY COLLEGE
SUMMARY OF BENEFITS ENTITLEMENT FOR FACULTY*
Effective January 1, 2006

Medical Plan: 2006 FT Employee Bi-Weekly Contribution					
Based on salary tier. Eligibility: 1 st day of month after employment. Rates within summary sheet are subject to change. <i>Part-time employer contributions are pro-rated, so PT employee contributions vary.</i>					
<i>Salary Tier:</i>	\$20,001 – \$40,000	\$40,001 - \$60,000	\$60,001 - \$80,000	\$80,001 - \$100,000	Over \$100,000
<i>Individual Coverage</i>	\$9.98	\$15.97	\$21.97	\$29.95	\$37.94
<i>2-Person Coverage</i>	\$95.85	\$111.81	\$127.78	\$143.75	\$155.75
<i>Family Coverage</i>	\$134.18	\$156.54	\$178.89	\$201.25	\$218.06
<i>Family/2Empl.(subscriber)</i>	\$29.16	\$38.33	\$47.53	\$58.70	\$69.09
<i>Family/2Empl.(prem only)</i>	\$29.16	\$38.33	\$47.53	\$58.70	\$69.09
Deductibles:	Individual: \$275 2-Person: \$550 Family: \$825 <i>Out of pocket maximum:</i> Individual \$1,000 2-person \$2,000 Family \$3,000				
Prescription Drug Benefit Options:	RESTAT as Pharmacy Benefit Manager 3-tiered co-pay structure: <ul style="list-style-type: none"> • Generic: \$10 • Preferred: \$20 • Non-Preferred: \$35 Mail order for maintenance drugs <ul style="list-style-type: none"> • 2 co-pays for 3-month supply Out of pocket maximum for Rx drug: <ul style="list-style-type: none"> • Individual: \$350 • 2-Person: \$700 • Family: \$1,050 				
Dental Plan	Eligibility: 1 st day of the month after employment. College pays 100% of premium for individual coverage for full-time employees. Full-time Cost Bi-weekly: Individual: \$0 2-Person: \$13.74 Family: \$20.02 Family/2 FT EEs \$0 <i>Part-time employer contributions are pro-rated, so PT employee contributions vary.</i> Initial \$25.00 deductible per calendar year, then 80% dental services. Maximum annual benefit \$2,000. Lifetime orthodontia benefit \$2,000. Preventative services covered at 100% without deductible.				
Long Term Disability	Eligibility: 1 st day of month after employment. This benefit is provided at no cost to the employee. Six month waiting period, then income benefits of 60% of pre-disability salary, not to exceed \$10,000 per month, inclusive of social security disability entitlement.				

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TIAA/CREF** Retirement Plan	<i>Basic Plan:</i> mandatory at age 21 after 2 years of service. Base Contribution: employee contribution of 3%, College contribution 9%. <i>Elective Plan:</i> available at age 45: Elective option: additional employee contribution of 3%, additional College contribution 6%. Retirement income relates to amount accumulated at time of retirement. Contributions can be allocated at employee election between fixed and variable annuities and mutual funds. Employee contributions are made on a tax deferred basis. <i>Voluntary Participation:</i> Anytime during employment. Full and immediate vesting of all contributions.
Core Life Insurance	Eligibility: 1 st day of month after employment. Face amount of insurance is 1½ times annual base salary. This benefit is provided at no cost to the employee. Option to purchase additional coverage for self or dependents at the employee's expense.
Flexible Spending Account (Advantage Plan)	Employees may defer pre-tax dollars to a Health Care or Dependent Care account. A minimum of \$130 or a maximum of \$3,000 may be deferred to the Health Care Account and a minimum of \$130 or a maximum of \$5,000 (married filing jointly) or \$2,500 (married filing individually) to the Dependent Care Account.
Employee and Family Assistance Program	All employees are eligible to participate in the Employee and Family Assistance Program (EFAP). Please refer to information regarding this program on the Web site: http://www.middlebury.edu/offices/hr/Benefits/ or call Human Resources at (802) 443-5465.
Housing	The College maintains and rents, at prevailing local rates, a number of houses and apartments. A second mortgage program is available to tenured faculty, and to tenure-track faculty who have passed the Second Review, to assist in the purchase of housing.
Tuition Assistance	After 4 years employment a Comprehensive Fee Credit assists those faculty members whose children attend Middlebury College. After 10 years of employment, a Tuition Cash Scholarship program is available to faculty children attending other accredited colleges. Faculty members and their spouses/partners may take courses at Middlebury College for credit at a fee of \$100 per course.
Identification Card	An ID card is issued to every faculty member and his/her spouse/partner. It carries with it numerous benefits for the individual and dependents, including discounts at the College Store, admission to all College athletic events, special rates at the Snow Bowl and the golf course and use of the Field House, Fitness Center and Natatorium. Spouses/partners of part-time faculty or staff are not eligible for ID cards.

* Part-time faculty in positions that are half time or more are eligible for benefits. College contributions to the medical and dental plans are pro-rated. Part-time faculty are not eligible for tuition assistance.

** Waiting period of two years *may* be waived or shortened for faculty with who participated in a 401(a) or 403(b) plan with a previous employer within the 6 months previous to hire. Inquire at the Human Resources Office.