

Goucher College

Benefits Summary for Part-time Employees

Health Insurance

Part-time staff members who are regularly scheduled to work at least 10 hours per week for at least 39 weeks per year are eligible to enroll in the college's health benefits.

Benefits-eligible, part-time staff members may choose to elect the College's HMO medical plan. The College will contribute 50% of the premium expense for individual membership. Employees may elect coverage for themselves, their spouse, their domestic partner, and/or their dependents.

Benefits-eligible, part-time staff members may also participate in the College's voluntary dental, vision, and accidental death and dismemberment insurance plans.

Benefits-eligible, part-time staff members may elect to take advantage of the College's voluntary Flexible Spending accounts. Annual limits are as follows:

- *Health Care maximum of \$4,000
- *Dependent Care maximum of \$5000

Holidays

Eleven holidays are observed per year. These holidays are designated on the fiscal year and are subject to adjustment by the College, if appropriate, to coordinate with national dates of observance.

Part-time employees are entitled prorated holiday pay if the designated holiday falls on a day they are normally scheduled to work.

Tuition Remission

Part-time employees are eligible to participate in the tuition remission program after 24 months of continuous employment. Employees are eligible to take up to two undergraduate courses per semester under the same provisions applicable to full-time employees. This benefit is extended to the employee only and does not extend to the spouse, domestic partner, or dependent children.

Voluntary Retirement Benefits

Part-time employees are eligible to participate in a TIAA-CREF retirement plan through the College. Employees may contribute up to the maximum allowable amount each calendar year. Part-time employees are not eligible for the College match.

Other Benefits Include

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| *Free parking | *Access to library |
| *Free tickets to many campus events | *United Buying Service discounts |
| *Access to sports and recreation facilities | *Access to notary public on campus |
| *Access to café and dining hall on campus | *Access to post office on campus |
| *10% discount at the campus bookstore | *Member of blood donor program |
| *Affiliation with local credit union | *Bank of America "At work" program |

Note: This is a brief summary and is not intended to be a complete explanation of the College's benefits. Specific details may be obtained by contacting the Office of Human Resources at 410-337-6135.