

Carleton College Benefits Summary Faculty

Eligibility

Benefits are effective the first of the month following an employee's start date. If the employment date occurs on either the first day of the month or the first working day of the month, benefits will become effective immediately. Open enrollment is offered on an annual basis. For costs and detailed information about the benefit plans, please visit the [Carleton College Benefits Page](#).

Health Insurance – Two plans are provided through HealthPartners. [Employees have pre-tax deductions for these plans.](#)

Blue Plan – This is a high deductible health plan with a health savings account ([HSA](#)). Within the HealthPartners network, preventive care is covered at 100%. Eligible services and prescription drugs are covered at 80% after the deductible has been met. Specified preventive medications are offered with a co-pay. [Blue Plan SBC](#)

Maize Plan – This plan has a co-pay for office visits, a deductible for other types of care, and 80% coverage for eligible services after the deductible is met. Preventive care is covered at 100%. Prescription drugs have a co-pay based on the type of prescription filled. [Maize Plan SBC](#)

Dental Insurance – Optional dental coverage is available through two Delta Dental programs. Both programs include two cleanings per year. [Employees have pre-tax deductions for these plans.](#)

Value Plan – Basic dental coverage; Delta Dental covers up to \$750 per participant annually.

Comprehensive Plan – Enhanced dental coverage with a limit of \$1500 per participant annually. This plan includes restorative dental services and orthodontia for adolescent dependents.

Vision Insurance – The voluntary vision plan provided by VSP Choice includes an allowance of \$130 for standard frames or \$150 for featured frames (available every other year), or a \$130 allowance for contact lenses (available every year), and discounts on lenses and laser correction surgery. [Employees have a pre-tax deduction for this benefit.](#)

Required Government Notices – There are several notices that the federal government requires us to provide individuals covered under our group health plan(s). Please review these notices as you make your benefit enrollment decisions and retain this information with your other written plan materials.

Flexible Spending Accounts – Plans through HR Simplified allow pre-tax dollars to be set aside for eligible medical or dependent care costs. FSAs are annual “use or lose” plans; they must be elected every year and funds remaining after the end of the year are forfeited. Grace and run-out periods apply.

Retirement Plans – Employees can save for retirement through two TIAA-CREF plans:

Defined Contribution – Employees contribute 2% of their salary to this non-optional plan. Carleton contributes 10%. Contributions are tax-deferred and are immediately vested.

Supplemental Retirement Account – Employees are encouraged to participate in the voluntary plan. Contributions may be either tax-deferred or Roth (after tax), and are subject to annual IRS limits.

Life Insurance – The College provides Group Term Life Insurance coverage through Cigna. The amount provided is 3.5 times base pay up to a maximum of \$250,000. There are reductions in coverage starting at age 65. Employees may purchase additional life insurance for themselves and their families. The cost is based on age and the benefit amount chosen.

Accidental Death and Dismemberment (AD&D) Insurance – The College provides AD&D Insurance coverage to all eligible employees through Cigna. The amount provided is 3.5 times base pay up to a maximum of \$250,000 with reductions in coverage starting at age 65. Employees may purchase additional AD&D insurance for themselves and their families. The cost is based on the benefit amount chosen.

Long Term Disability Insurance – If you become disabled, this plan will cover approximately 60% of your monthly salary after a 90-day waiting period. The premium for this plan is shared between Carleton and the employee, and the cost is determined by base wage.

Employee Assistance Program (EAP) – All Carleton employees and their families have access to the EAP, which is a confidential assessment and referral service. The EAP provides assistance with, and is not limited to, problems such as drug and alcohol abuse, emotional stress, legal concerns, and financial difficulties. The College pays the cost of this service.

Dependent Tuition Benefit – Faculty who have completed six or more years of continuous employment are eligible. The benefit is pro-rated for employees who work part time. The benefit will not exceed four regular academic years per legal dependent and a maximum of 12 academic years per eligible faculty's family.

At Carleton the benefit is one-half of Carleton's tuition. At fully accredited colleges and universities, the benefit is 50% of tuition up to a maximum of 33% of Carleton's tuition.

FMLA – Faculty who meet eligibility requirements for FMLA and intend to take time off for their own serious health condition or to care for a family member are urged to coordinate with the Dean of the College Office.

Paid Parental Leave – Any regular faculty who becomes either a birth or adoptive parent and who is designated as the primary caregiver may receive a two-course reduction (equivalent to one term), or a one-course reduction in each of two terms, at full pay to be taken within one year of the birth or adoption of the child.

For other benefits including financial planning reimbursement, long-term care insurance, estate guidance, and employee travel assistance & ID theft protection services, please refer to the [Benefits Page](#) or contact Human Resources at 507-222-7471.

In the event of any differences between these summary statements and official information on benefit plans in the College's files, the latter will apply and govern in all cases.