

Linfield College

FACULTY BENEFITS SUMMARY

Effective April 1, 2006 through March 31, 2007

Medical Insurance

- Choice of POS self-insured health plan including RX, or Kaiser Health Plan including RX.
- Linfield College pays 100% of the premium for full-time faculty members.
- Faculty contribution to dependent coverage for his/her spouse (or same gender domestic partner), and/or eligible dependent children up to age 23.
- Employee monthly contribution for POS plan:

Employee and spouse	\$167.52
Family	\$234.53
Employee and child(ren)	\$150.77

- Employee monthly contribution for Kaiser:

Employee and spouse	\$ 105.80
Family	\$ 147.24
Employee and child(ren)	\$ 93.97

- Part-time faculty pay a pro-ration of the premium.

Dental and Vision Insurance – One Plan

- Oregon Dental Service (ODS) dental and vision plan.
- The premium is paid 100% by Linfield College for full-time faculty members, their spouse (or same gender domestic partner), and eligible dependent children up to the age of 23.
- Part-time employees pay a pro-ration of the premium.

Life Insurance

- Life Insurance benefit is two times faculty's annual salary up to \$50,000.
- Linfield College pays the life insurance premium amount.

Retirement Plan

- A newly hired faculty member is eligible to receive college contributions to a selected retirement plan after one (1) year of employment with the College.
- If presently an active participant in Valic, TIAA-CREF or Standard Insurance at another institution, then Linfield contributions will begin the first of the month after date of hire.
- Contribution to the retirement plan are made by the college in an amount equal to 16% of base salary.
- Faculty members have immediate vesting of the College's contribution.

Short Term Disability Salary Continuation

- Faculty members who become disabled due to a non-work related injury or illness maybe eligible for six months of salary continuation.

Long Term Disability Insurance

- The college pays the long-term disability monthly premium for full-time faculty.
- There is a 180-day waiting period before a faculty member may apply for long term disability benefits. The benefits are paid at 66 2/3 percent of gross salary, with a 10 percent contribution to the employee's retirement plan.
- After the initial six months of disability, all health insurance benefits paid by the College cease.

Tuition Remission

- Under certain conditions, spouses and dependents of employees are eligible for tuition remission at Linfield College.

Sabbatical

- Sabbatical leaves are granted at the discretion of the College.
- Any faculty member who has given full-time service or regular part-time service to the College for six (6) years shall be eligible for consideration for sabbatical leave.

Other Benefits

- Employees receive a 20% discount on general merchandise and clothing purchased at the College bookstore.
- Faculty members may borrow books and documents from the College library for one year. They may also borrow materials from other cooperating college libraries.
- The Physical Education and Athletics Complex, including weight room, handball courts, gymnasiums, pool, and locker facilities are available for use of all Linfield faculty members and their families.

This document is a summary of benefits only. These benefits are subject to change with or without notice at the discretion of Linfield College. These benefits do not imply an employment contract.