



Fringe Benefit Summary–Meet & Confer Full-time Fiscal Year 2026-2027

NOTE: The information included in this summary is intended to be a brief, general description of various programs and policies, and actual application may differ in some respects to individual circumstances. In such cases the approved Board policy, master agreement or administrative regulation shall prevail.

- I. **INSURANCE:** Group insurance coverage is available to full-time employees working at least 30 hours per week on a continuing schedule. All insurance programs are subject to the terms and conditions of the insurance company. The Summary of Benefits and Coverage (SBC) document(s) to illustrate your health plan benefits administered by Wellmark are located on MyWit under the Human Resources tab.
 - A. Health & Hospitalization
 1. If single coverage is elected, the cost to the employee is \$60.85 per month for Wellmark Blue Cross Blue Shield Educator Copay or \$48.99 for the High Deductible Health Plan. The College pays the remaining portion of the single premium.
 2. If family coverage is elected, the cost to the employee is \$523.18 per month for Wellmark Blue Cross Blue Shield Educator Copay or \$417.86 for the High Deductible Health Plan. The College pays the remaining portion of the family premium.
 3. Full-time employees that select the High Deductible Health Plan will be enrolled in a HealthEquity Health Savings Account (HSA). If single coverage is elected, the College will contribute \$125 per month. If family coverage is elected, the College will contribute \$250 per month. Employees may also choose to contribute to their Health Savings Account.
 - B. Dental Insurance – The College pays the premium for single (employee) coverage provided by Delta Dental Plan of Iowa. Dependent coverage is available if desired, at the employee's expense, which is \$79.08 per month.
 - C. Vision Insurance – Vision insurance for employee and/or dependents is available, at the employee's expense.
 - D. Long-Term Disability – The College pays the premium for coverage to replace 60% of pre-disability wages, after a 90 calendar-day waiting period, in the case of disability caused by illness or off-the-job injury.
 - E. Group Term Life Insurance – The College pays the premium for term life insurance coverage on the employee, which includes accidental death and dismemberment benefits, up to the following limit: A face amount policy equal to the annualized salary, doubled, and then rounded to the next higher thousand dollars.
 - F. Supplemental Life Insurance – Additional life insurance for employee and/or dependents is available, at the employee's expense.
- II. **CAFETERIA BENEFITS PLAN** – Full-time employees working 30 hours or more per week may enroll in the WITCC Cafeteria Plan. This plan may allow eligible employees to choose from the following benefits.
 - A. Premium Conversion – Employee's share of health and dental insurance premiums may be paid with pretax wages.
 - B. Unreimbursed Medical Expenses – Anticipated medical expenses that will not be paid by insurance may be planned for ahead of time. Pretax wages which are set aside through salary reduction may then be used to reimburse the employee when the expense is incurred.
 - C. Dependent Care Assistance – Expenses incurred to care for an employee's dependents, so that the employee can go to work, may be reimbursed by pretax wages which are set aside through salary reduction.
- III. **RETIREMENT** – The following plans and options are currently in effect for employees to prepare for income continuation upon retirement.
 - A. Iowa law requires that eligible employees of WITCC participate in a retirement plan in addition to Social Security. Employees may choose one of two plans. Once that choice is made, it may not be changed. Both plans require the

employee and the employer to make contributions. The amounts are the same for both plans: 6.29% for employee and 9.44% for employer.

1. Iowa Public Employees Retirement System (IPERS) – This is a state-run plan known as a “defined pension benefit plan.”
 2. Teacher’s Insurance Annuity Association (TIAA) – This plan is operated by a private, nonprofit company, and is known as a “defined contribution plan.”
- B. Annuities – Employees may authorize a reduction in wages for the purpose of paying premiums on a qualified annuity contract. There is no employer contribution.

IV. ABSENCE PLANS – Full-time employees are eligible for authorized paid absences. Timely and proper application for vacation and leave benefits is required.

A. Paid Holidays

7/3/26	Independence Day
9/7/26	Labor Day
11/26 and 11/27/26	Thanksgiving
12/24 and 12/25/26	Winter Break
12/28, 12/29, and 12/30/26	Designated Personal Days
12/31/26 and 1/1/27	New Year’s
3/12/27	Spring Break
5/31/27	Memorial Day

- B. Paid Vacation – Maximum vacation is earned over a full year. Portions may be used as earned. Vacation must be used within the following 15 months or it is forfeited. Vacation time may be used in increments no smaller than one-half hour.
1. Administrative Staff – Maximum 15 days first year advancing to 20 days.
 2. Non-administrative Staff – Maximum 10 days first year advancing to 20 days.
- C. Paid Sick Leave – Up to 11 days the first year of employment, increasing by one day per year thereafter to a maximum of 16 days annually. Sick leave which is not used will accumulate to 110 days. Sick leave may be used for doctor/dentist appointments and may be used in increments no smaller than one-half hour.
- D. Other Leaves –Benefits are described in the Employee Handbook
1. Family Sick Leave for immediate family
 2. Sick Leave Donations and Requests
 3. Bereavement Leave
 4. Jury Duty
 5. Military Leave
 6. Unpaid Leave

V. OTHER BENEFITS

- A. Tuition waiver for eligible employees for credit and non-credit WITCC classes
- B. Tuition reimbursement for eligible employees for undergraduate and graduate classes
- C. Tuition reimbursement for spouses and eligible dependent children for credit WITCC classes

VI. Educational Advancement - Upon receipt of an official college transcript in Human Resources, Meet & Confer employees will receive the following amounts added to their annual base wage on July 1 or the date of the annual wage adjustment upon their completion of the appropriate number of college semester hours:

Associate degree to Bachelors degree	\$500
Bachelors degree to Masters degree	\$600
Masters degree to Doctorate degree	\$750

The amount will be pro-rated for part-time employees. The amount will not be paid if educational advancement is required and agreed to in hiring arrangements.