

**DELAWARE VALLEY COLLEGE**  
**STAFF BENEFITS SUMMARY**  
as of 07/01/07

Immediately

Thirteen paid holidays

Supplemental Retirement Annuity with TIAA/CREF is available on a voluntary basis. (subject to plan eligibility requirements)

3 Months

College pays 100% of the employee premiums for the Keystone POS \$10E & \$15E, Keystone HMO and the dental plans. Employee may enroll spouse and/or dependents in medical and dental benefits at employee's expense. Benefit choices:

1. Medical - Keystone POS \$10E and \$15E, Keystone HMO.
2. Dental - Delta Dental Traditional Plan and Aetna DMO

Employee may waive medical insurance plan for annual waiver bonus of \$1,200 with proof of other medical coverage.

Dependent Care Spending Account up to an annual maximum of \$5,000.

Flexible Spending Account up to an annual maximum of \$3,000.

College provides \$10,000 group term life and accidental death & dismemberment insurance. At twelve months, this insurance increases to an amount equal to twice base annual salary to a maximum of \$150,000. Coverage is reduced by 40% at age 65.

Voluntary Life Insurance for employee, spouse and children is available at employee's expense.

Undergraduate tuition waiver for employee up to two classes per semester.

Earned vacation is available for use (ten, fifteen or twenty days annually as determined by classification.)

Earned sick leave is available for use (twelve days annually)

6 Months	Tuition waiver for dependent child or spouse (undergraduate level) up to two classes per semester.
12 Months	TIAA/CREF Retirement Annuity with College match up to 8% (subject to plan eligibility requirements)  Short term disability benefit at 60% of salary.  Long term disability benefit at 60% of salary.  50% graduate level tuition waiver for up to two classes per semester.
24 Months	100% graduate level tuition waiver for up to two classes per semester.  Full tuition waiver (undergraduate level) for one dependent child.