



Champlain College is proud to offer a program that contributes to the health and well-being of employees & their families. Full-time benefit eligible employees may participate in retirement savings, medical, dental and vision coverages in addition to income protection.

**Medical Plan Options - Cigna (Open Access Plus Network)**

<p><b>Gold Plan</b>                  Deductible: \$450 individual /\$900                  2-person/\$1,350 family                  20% Coinsurance  <i>Bi-weekly premiums: Single: \$134.53, 2-Person: \$256.13, Family: \$350.63</i></p>	<p><b>Silver Plan - High Deductible Plan</b>                  Deductible: \$2,000/\$4,000                  20% Coinsurance                  Paired with <b>Health Savings Account</b>                  College funds 60% of deductible  <i>Bi-weekly premiums: Single: \$88.18, 2-Person: \$164.77, Family: \$224.36</i></p>	<p><b>Bronze Plan - High Deductible Plan</b>                  Deductible: \$2,500/\$5,000                  20% Coinsurance                  Paired with <b>Health Savings Account</b>                  College funds 60% of deductible  <i>Bi-weekly premiums: Single: \$63.59, 2-Person: \$118.83, Family: \$161.81</i></p>
---	--	--

For All Plans: Preventative Care is covered at 100%, Rx Benefits with retail and mail order options.  
 Search for a provider at: <https://hcpdirectory.cigna.com/web/public/consumer/directory/search>

**Dental Plan Options - Cigna**

<p><b>Enhanced Plan</b>                  Preventative (4 visits) - Covered 100%                  Deductible \$25/person, Max benefit \$2,000                  Basic - Covered 80%, Major - Covered 50%                  Adult and child Orthodontics up to \$2,000  <i>Bi-weekly employee premiums: Single: \$10.57, 2-Person: \$18.97, Family: \$31.27</i></p>	<p><b>Base Plan</b>                  Preventative (2 visits) - Covered 100%                  Deductible \$100/person, Max benefit \$1,250                  Basic - Covered 50%, Major - Covered 50%                  Child Orthodontics up to \$1,250  <i>Bi-weekly employee premiums: Single: \$8.02, 2-Person: \$14.34, Family: \$23.77</i></p>
---	---

**Vision Plan Options - VSP**

<p><b>Enhanced Plan</b>                  Annual Exam - \$15, Frames covered every year up to \$200, Contacts or Lenses every year  <i>Bi-weekly premiums: Single: \$9.48, 2-Person: \$13.75, Family: \$24.66</i></p>	<p><b>Base Plan</b>                  Annual Exam - \$15, Frames covered every other year up to \$150, Contacts or Lenses every year  <i>Bi-weekly premiums: Single: \$7.69, 2-Person: \$11.15, Family: \$19.98</i></p>
--	--

**College Paid Benefits - Unum**

<p><b>Short Term Disability</b>                  Up to 26 week of 66.67% income protection after 10 day elimination</p>	<p><b>Long Term Disability</b>                  66.67% income protection after 180 day elimination period</p>	<p><b>Life and AD&amp;D Insurance</b>                  2x your salary provided up to cap                  Options to buy additional coverage</p>
---	---	--

**403(b) Retirement Plan - TIAA**

Pre-tax and Roth options to contribute a percentage of salary.  
 Champlain College matches 200% of the first 5% of employee contribution (up to a 10% contribution!)

**Other Benefits**

<ul style="list-style-type: none"> <li>Employee &amp; Family Assistance</li> <li>Fitness Center Discounts</li> <li>Well-being Programming</li> </ul>	<ul style="list-style-type: none"> <li>Paid time off &amp; holidays</li> <li>Tuition Program</li> <li>Emergency Travel Assistance</li> </ul>	<ul style="list-style-type: none"> <li>Voluntary &amp; Supplemental Insurance buy-up options</li> <li>Flexible Spending Accounts</li> <li>Discount Programs and more!</li> </ul>
--	--	--

This is a summary of benefits highlights. Please see plan documents or contact the Benefits Team at 802-443-5485 or [benefits@gmhec.org](mailto:benefits@gmhec.org) for details of coverage, eligibility, rates, limitations and exclusions. Green Mountain Higher Education Consortium provides benefit services on behalf of Champlain College. Updated 10/2022.