

2026 Benefit Package Summary Overview for Candidates



CHAMPLAIN
COLLEGE



Champlain College offers a benefit program to employees and their families that empowers well-being, one choice at a time. Full-time benefit eligible employees have options for medical, dental and vision coverage, retirement savings, income protection and more. We even offer discounted pet insurance and gym memberships along with tuition waivers and reimbursement.

Review the [2026 Benefit Guidebook](#) for more detail about plans including rates.

Medical Plan Options - Cigna

Both Health Insurance Plans

High deductible health plans (HDHP), paired w/ a Health Savings Account (HSA) and include College contribution. Preventive Care is covered at 100%; other benefits such as in or out of network coverage, office visits, medical services, and prescription benefits are covered based on plan deductibles, co-insurance, and out of pocket maximums.

Search for your medical provider(s) at: hcpdirectory.cigna.com/web/public/consumer/directory/search

Bronze Medical Plan

- ◆ Deductible: \$3,500 employee only or \$7,000 two person or family coverage.
- ◆ 20% coinsurance after deductible: Employee pays 20%, college 80%.

Silver Medical Plan

- ◆ Deductible: \$3,000 employee only or \$6,000 two person or family coverage.
- ◆ 20% coinsurance after deductible: Employee pays 20%, college 80%.

HealthEquity Health Savings Account: College contributes based on enrollment, employee option to contribute as well.

Dental Plan Options – Northeast Delta Dental

Base Dental Plan

- ◆ Preventative (2 visits) - Covered 100%
- ◆ Deductible \$100/person, Max annual benefit \$1,250
- ◆ Basic Services - Covered 50%, Major - Covered 50%
Adult and child Orthodontics up to \$1,250

Enhanced Dental Plan

- ◆ Preventative (4 visits) - Covered 100%
- ◆ Deductible \$25/person, Max annual benefit \$2,000
- ◆ Basic Services - Covered 80%, Major - Covered 50%
Adult and child Orthodontics up to \$2,000

Vision Plan Options – VSP

Base Vision Plan

- ◆ Annual Exam Copay - \$15
- ◆ Frames covered every other year up to \$150
Contacts or Lenses for your glasses every other year

Enhanced Vision Plan

- ◆ Annual Exam Copay - \$15
- ◆ Frames covered every year up to \$200
Contacts or Lenses for your glasses every year

Income Protection – College Paid Benefits – Unum

Short Term Disability

Up to 26 weeks of 66.67% income protection after 10-day elimination

Long Term Disability

60% income protection after 26-week elimination period

Life and AD&D Insurance

1.5x your salary provided up to cap w/ options to buy additional coverage

Retirement Plan - TIAA

- ◆ Traditional Pre-tax and Roth after-tax options to contribute a percentage of salary through payroll deduction.
- ◆ Champlain College matches 100% of the first 3% of employee contribution for up to a 3% employer contribution.

Voluntary Benefits & Perks – Your options to create the best benefit package for you!

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| <ul style="list-style-type: none"> ◆ Paid time off & holidays ◆ Tuition Program <ul style="list-style-type: none"> ▶ Employees after 1 year of service ▶ Spouse/Dependents after 2 years | <ul style="list-style-type: none"> ◆ Emergency Travel Assistance ◆ Employee & Family Assistance ◆ Fitness Center Discounts ◆ Well-being Programming | <ul style="list-style-type: none"> ◆ Nationwide Pet Insurance ◆ Voluntary & Supplemental Insurance buy-up options ◆ Flexible Spending Accounts ◆ Discount Programs and more! |
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Have questions you'd like to discuss?

Call 802-443-5485 or email benefits@gmhec.org connect with the Benefits Team.