

FY 2024-2025

Collin College Benefits Summary

Collin College full-time employees can choose from a wide variety of benefits. For detailed information, visit www.collin.edu/hr/benefits/index.html.

We've got you covered

- Collin Invests 403b – available to all employees; annual maximum contributions apply, determined annually by the IRS.
 - Full-time (FT) employees – up to 4% employer match (of base salary)
- 100% paid FT employee medical; 50% dependent
- 100% paid FT employee dental; dependent coverage available*
- No-gap Medical Coverage
- Employee Assistance Program
- Wellness Program
- Three personal days
- Vacation Time Off

FT STAFF and 12-MONTH FACULTY

0-3	years	12	days
3-5	years	15	days
5-10	years	20	days
10+	years	21	days

ADMINISTRATOR

0-10	years	20	days
10+	years	21	days

- Sick time off – 8 hours per month
- Paid holidays/closures – 21 days per year
- Professional Development and Training
- Tuition assistance available
- Dependent Tuition Waiver
- Employee Scholarships

Medical Plan Options (Blue Cross Blue Shield of Texas)

- HealthSelect of Texas (POS)
- Consumer Direct HealthSelect (with HSA)

Flexible Spending Accounts (FSA)*

- Healthcare (FSA)
- Dependent Care (FSA)

Dental Coverage

- State of Texas Dental (PPO)
- DeltaCare (DHMO)

Vision*

- Employee and dependent coverage available

Optional Term Life*

Accidental Death and Dismemberment*

- Options for employees and dependents

Disability Insurance*

- Short and long-term plans available

Retirement Plans

Teacher Retirement System (TRS)

- Employee contribution 8.25%
- State contribution 8.25%

Optional Retirement Plan (ORP) for Full-time Faculty and Administrators

- Employee contribution 6.65%
- State contribution 6.6%
- College supplement 1.75%

Collin Invests 403b (see above)

TexaSaver (457)

- Includes ROTH option



*Employee funded

Published 6/17/2024. Information is subject to change and should not be interpreted as a guarantee of benefits.

Blue text indicates special Collin College programs