COLLIN COLLEGE BENEFITS SUMMARY

FY 2026-27

COLLIN COLLEGE
collin.edu

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

WE'VE GOT YOU COVERED

INSURANCE PLANS

Insurance coverage is availabe from day one!

MEDICAL COVERAGE
- Employee only 100% paid
- Dependents are covered at 50%*
- HSA available with HDHP option*

DENTAL COVERAGE
- Employee only 100% paid

VISION COVERAGE*

FLEXIBLE SPENDING ACCOUNT (FSA)*
- Healthcare FSA
- Dependent care FSA

OPTIONAL TERM LIFE INSURANCE*

ACCIDENTAL DEATH AND DISMEMBERMENT*

DISABILITY INSURANCE*
- Short- or long-term plans

RETIREMENT PLANS

TEACHER RETIREMENT SYSTEM (TRS)
- Employee contribution: 8.25%
- State contribution: 8.25%

OPTIONAL RETIREMENT PLAN (ORP)
- Employee contribution: 6.65%
- State contribution: 6.6%
- College supplement: 1.75%

COLLIN INVESTS 403(b)*
- Up to a 4% employer match on base pay
- Pre-tax and Roth options available

TEXA$AVER (457)*
- Pre-tax and Roth options available

* Employee-funded program

TIME OFF

PAID HOLIDAYS/COLLEGE CLOSURES
- Up to 21 days per year

PERSONAL DAYS
- Up to 24 hours per year

SICK TIME OFF
- 8 hours accrued per month

VACATION TIME OFF

STAFF	
Years Employed	Days Off Per Year
0–3 years	12 days
3–5 years	15 days
5–10 years	20 days
10+ years	21 days

ADMINISTRATOR	
Years Employed	Days Off Per Year
0–10 years	20 days
10+ years	21 days

EMPLOYEE EDUCATIONAL SUPPORT

Tuition reimbursement programs

Scholarships

In-county tuition waiver

Dependent tuition waiver**

** IRS Fringe Benefit

WELLNESS

Employee assistance program (EAP)

Wellness program

Published 9/11/2026. Information is subject to change and should not be interpreted as a guarantee of benefits.

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