

The College of St. Scholastica offers the following benefits to employees:

Medical Insurance

Single, single + 1 and family coverage are available to eligible employees. Premiums for this benefit are paid for by the College and by the employee.

Dental

Two different levels of coverage are available to eligible employees. Premiums for this benefit are paid for by the employee.

Vision Insurance

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Flexible Spending Accounts

Available to eligible employees.

Long Term Disability Insurance

Available to eligible employees. Premiums for this benefit are paid for by the College.

Basic Life Insurance/AD&D

Available to eligible employees. Premiums for this benefit are paid for by the College. The benefit amount is equal to two times annual salary.

Elective Life Insurance

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Critical Illness Insurance

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Accident Insurance

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Identity Theft & Fraud Protection

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Pet Insurance

Available to eligible employees. Premiums for this benefit are paid for by the employee.

Ginger - Mental Health Benefit

Available to eligible employees. Premiums for this benefit are paid for by the College.

Retirement Plan

Mandatory Contributions: Eligible employees who are at least 21 years of age and who have completed one year of service during which they have completed 1,000 or more hours of service must make mandatory contributions to this 403(B) plan as a condition of employment. Exempt employees must contribute 4% and non-exempt employees must contribute 3% of basic annual compensation. The College determines the matching contribution percentage at least annually.

Voluntary Salary Reduction Contributions: Eligible employees may also contribute before tax voluntary contributions up to IRS maximums.

Employee Assistance Program (EAP)

Available to eligible employees.

Tuition Remission

Employees, spouses, and dependent children may be eligible.

Vacation

Regular staff employees may accrue vacation leave time.

Sick

Regular staff and faculty employees may accrue sick leave time.

Holidays

Regular staff and faculty employees may accrue holiday leave time.

The College of St. Scholastica Identification Card Privileges

Eligible employees may receive identification card privileges including a discount at the Saints Shop, access to the Wellness Center, rides on Duluth Transit city buses, library privileges and discounted rates as periodically announced.

Employee Wellness Opportunities

A wellness program is an investment in our most important asset, our employees. WellU is committed to helping faculty and staff discover their own path to well-being and offers a variety of program offerings.