

FY 2025-2026

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/full-time-benefits.

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	
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

- Sick time off – 8 hours per month
- Paid holidays/college closures – up to 21 days per year
- Professional Development and Training
- Tuition assistance
- Dependent Tuition Waivers
- Employee scholarships

* Employee funded

Published 10/27/2025. Information is subject to change and should not be interpreted as a guarantee of benefits.

Blue text indicates special Collin College programs.

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)

TexasSaver (457)

- Includes ROTH option

