The Peralta Community College District proudly offers a competitive and comprehensive core of benefits.

In addition to your base pay, and depending on your coverage selection, your total compensation may increase by as much as 20% by taking advantage of our wide-range of opportunities.

For full time employees, full insurance premiums are paid for you and eligible dependants:

**Group Insurance**

- Medical, vision, prescription drug insurance coverage with either Kaiser Permanente or our self-funded CoreSource PPO plan.
- Dental insurance with either Delta Dental or Pacific Union Dental.
- Life insurance up to $100,000.
- Long-term disability coverage.
- Employee Assistance Program to provide self-directed resources to meet a variety of persona family needs.

**Retirement**

For academic appointments, we contribute 8.25% of your covered compensation to the State Teachers Retirement Plan (STRS).

- Your retirement annuity can begin after 5 years of creditable service credit and attaining age 55 at the time of separation from employment;
- Medical benefits continue until age 65.

For non-academic appointments, we contribute 9.116% of your covered compensation to the Public Employees Retirement Plan (PERS).

- Your retirement annuity can begin after 5 years of credible service credit and attaining age 50 at the time of separation from employment;
- With 10 years of service, medical benefits continue until age 65.

**Voluntary Benefits include:**

- Medical, Dependant Care and Commuting reimbursement programs funded through pre-tax employee dollars.
- Tax-deferred retirement program under IRS codes 403(b) and 457(b).
- Prepaid legal plan.
- Credit union membership options.

**Generous time-off benefits**

- 10-22 days of vacation leave, based on applicable collective bargaining agreement guidelines
- 12 day of sick leave
- 18 holidays

**Professional development**

Peralta fosters continued learning and organized professional development sponsored in-part by the State Staff Development funds; tuition/fee waiver is offered to those taking classes within the District; sabbatical leaves are available for eligible faculty.