



Employee Benefits

Full-time VCFA employees are eligible for a generous benefits package, which offers support to you and your family. In addition to the standard benefits, VCFA promotes a culture of creativity and fun.

Eligible employees may choose any combination of the medical, dental, and vision benefits offered:

- **Health Insurance**
The College offers different health plan options and covers a generous portion of the premium, which varies based on salary.
- **Dental Insurance**
VCFA offers 85% premium assistance.
- **Vision**
VCFA offers 85% premium assistance.

Welfare Benefits

VCFA pays 100% of your Short and Long Term Disability, Life Insurance, and Accidental Death and Dismemberment Insurance. Additional coverages (Life, Accident, and Critical Illness) are available for employees to purchase.

Retirement Plan

VCFA encourages you to save for your retirement. Benefits-eligible employees can set aside a percentage of their salary as a Roth, or on a pretax basis. After 6 months, VCFA will match up to 3%. If your money is invested before taxes, it lowers your taxable income.

Retirement Planning

Eligible employees may participate in free retirement planning services through Fleischer Jacobs Group.

Time Off

Paid Time Off (PTO): All full time employees have access to 20 vacation days and 10 sick days per year. ***Holidays:*** VCFA offers eligible employees 15 holidays each year! ***Day of Service:*** An additional paid day off provided for participation in a day of volunteer work.

Tuition Benefit

If admitted to a VCFA MFA/MA program after 1 year of employment at the College, benefit-eligible employees may be eligible for tuition remission.

Phone Discount

VCFA employees are eligible for an additional 10% wireless bill discount with AT&T.

Casual Environment

We are passionate about what we do, and we try to make working at VCFA fun. This includes our annual holiday party and other ad hoc festivities throughout the year.