



Employee Benefits

VCFA employees are eligible for a generous benefits package that offers support to you and your family. In addition to the standard benefits, VCFA also offers a culture of creativity and fun.

Health Insurance

You may choose any combination of the medical, dental and vision benefits offered. There is a health plan option through Blue Cross/Blue Shield available to VCFA employees. We cover a generous portion of the premium, which varies based on salary.

Dental Insurance

Our insurance is provided through Lincoln and VCFA offers 85% premium assistance.

Vision

Our insurance is provided through VSP and VCFA offers 85% premium assistance.

Welfare Benefits

VCFA pays the full cost of your Short and Long Term Disability, Life Insurance and Accidental Death and Dismemberment Insurance.

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 4% and will contribute 3% of your salary whether or not you participate. 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. Part time employees earn a prorata share of the full time benefit.

Holidays: VCFA offers 15 holidays each year!

Tuition Benefit

If admitted to a VCFA MFA program after 1 year of employment at the College, you are eligible for 90% tuition remission. After three years this benefit extends to spouses and dependents.

Phone Discount

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

Fitness Discount

VCFA employees are eligible for additional discounts with some local fitness facilities, including an on-campus yoga studio with free classes for VCFA employees.

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.