### SUMMARY OF BENEFITS

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>INSTRUCTOR</th>
<th>NON-INSTRUCTOR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sick Leave</strong></td>
<td>1 Day Per month</td>
<td>Same</td>
</tr>
</tbody>
</table>
| **Annual Leave**               | N/A (off between terms) | 0-4 yrs. 1 Day Per month  
10-14 yrs. 1.5 Days Per month  
15-19 yrs. 1.75 Days Per month  
20 – up 2 Days Per month  May accumulate up to 60 days. |
| **Personal Leave**             | 5 Days Per year (Converts to sick leave if not used) | 2 Days Per year (Converts to sick leave if not used) |
| **Sick Leave**                 | 7 Hours per month | 8 Hours per month |
| **Institutional Support Leave**| Up to 5 Days without Chancellor’s approval | Up to 5 Days without Chancellor’s approval |
| **Professional Development**   | Up to 10 Days without Chancellor’s approval | Up to 10 Days without Chancellor’s approval |
| **Holidays**                   | 14 (5 locally assigned) | 14 (5 locally assigned) |
| **Number of Work Days Contracted** | 229           | 260            |
| **Retirement**                 | Tier 1 - 7.50%  State matches 12.43%  
Tier 2 - 6.00%  State matches 11.24% | Tier 1 - 7.50%  State matches 12.43%  
Tier 2 - 6.00%  State matches 11.24% |
| **Health Insurance**           | *Pays $207.00 per month for family coverage without spouse  
*Pays $307.00 per month for family coverage with spouse  
*Pays $30.00 monthly for single coverage. If desired, employee may elect four options rather than health insurance options to include hospital indemnity, cancer, dental, and vision. | *Pays $207.00 per month for family coverage without spouse  
*Pays $307.00 per month for family coverage with spouse  
*Pays $30.00 monthly for single coverage. If desired, employee may elect four options rather than health insurance options to include hospital indemnity, cancer, dental, and vision. |
| **Tuition Assistance at 2-Year College (Employees and Dependents)** | Yes - 1/3 waived after 1st year 2/3  
waived after 2nd year 3/3  
waived after 3rd year | Yes - 1/3 waived after 1st year  
2/3 waived after 2nd year 3/3  
waved after 3 years |

*Note: If an employee has any service prior to January 1, 2013, the employee will be classified as a Tier 1 participant. Employees hired on or after January 1, 2013, are classified as Tier 2 participants.

Tier 1: Employee may retire after 25 years of service or upon attaining age 60 with at least 10 years of service.
Tier 2: Employee may retire after 10 years of service and has attained the age of 62.

After the employee is eligible for retirement, he/she may apply unused sick leave toward retirement. If employee leaves the system before becoming vested, he/she may withdraw all deposits. If employee dies while covered by Retirement System, and before retirement his/her beneficiary receives $15,000 life insurance, one year’s salary, and all payments made to the Retirement System.

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