



### SUMMARY OF BENEFITS

BENEFIT	INSTRUCTOR	NON-INSTRUCTOR
Sick Leave	1 Day Per month	Same
<i>Annual Leave</i>	N/A (off between terms)	1-4 yrs. 1 Day Per month 5-9 yrs. 1.25 Days 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)
Emergency Leave	N/A	3 Days Per year
Holidays	14 (5 locally assigned)	14 ( 5 locally assigned)
Number of Work Days Contracted	229	260
Retirement*	Pays 7.5% monthly. State matches 4.20%	Pays 7.5% monthly. State matches 4.20%
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.	(Insert current rates/options)
Tuition Assistance at 2-Year College (Employees and Dependents)	Yes - 1/3 waived after 1 <sup>st</sup> year 2/3 waived after 2 <sup>nd</sup> year 3/3 waived after 3 <sup>rd</sup> year	Yes - 1/3 waived after 1 <sup>st</sup> year 2/3 waived after 2 <sup>nd</sup> year 3/3 waived 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.