



SUMMARY OF BENEFITS

BENEFIT	INSTRUCTOR	NON-INSTRUCTOR
Sick Leave	1 Day Per month	Same
<i>Annual Leave</i>	N/A (off between terms)	0-4 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)
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 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year	Yes - 1/3 waived after 1 st year 2/3 waived after 2 nd 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.