

BENEFIT PROGRAM – FULL-TIME FACULTY

The following is a summary of the benefit program for full-time faculty. Complete details are available in the Faculty Contract. If you have any questions regarding the benefit program, feel free to contact the Office of Human Resources.

SICK LEAVE: Full-time faculty receive twelve sick days per year. Sick days are to be used for personal illness, quarantine at home or serious illness in the immediate family or household. Accumulated sick leave will not be compensated for by the College upon termination; however, up to one year of unused sick leave can be applied by the State Universities Retirement System in the computation of retirement benefits.

SICK LEAVE POOL: Full-time faculty members may elect to participate in a sick leave pool each year. Full-time faculty members who have participated regularly in the Sick Leave Pool, by the first day of the fall semester of each year, may then draw from the pool in the event an extended illness requires absence from work in excess of his or her accumulated sick leave. Details of the Sick Leave Pool are in the Professional Negotiations Agreement.

PERSONAL LEAVE: Full-time faculty receive two days per year for personal leave. Personal days are credited to the employee at the beginning of the academic year. These days may be used for any personal reason at the discretion of the employee. Personal days do not accumulate; however, they will convert to sick days if not used within the fiscal year. One day per year of accumulated sick leave may be used as an additional personal day.

SPONSORED LEAVE: After four years of full-time employment, full-time faculty are entitled to request a sponsored leave for one semester at two-thirds salary. After six years of full-time employment, faculty are entitled to request a sponsored leave for one semester at full salary or for two semesters at one-half salary. Sponsored occupational leaves are also available. The beginning date of employment will be used as a basis for calculating years of service.

BEREAVEMENT LEAVE: Five days bereavement leave are available to full-time faculty for death in the immediate family. The leave days must be five consecutive regularly scheduled workdays. Immediate family is defined as spouse, child, daughter/son-in-law, brother, sister, parent or parent-in-law, grandparent, grandchildren or legal guardian who has raised the faculty member. In addition, each employee may take one bereavement leave for a person not on the above list during their employment at MCC.

INSURANCE: Medical, dental and vision insurance are available for all full-time employees and their dependents. The annual contribution for insurance coverage for full-time faculty is:

	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>	<u>Total</u>
Network Only PPO - Single	\$1,938.93	\$226.32	\$48.72	\$2,213.97
Network Only PPO - Employee + 1	\$3,849.51	\$390.24	\$70.86	\$4,310.61
Network Only PPO - Family	\$5,149.32	\$747.60	\$127.02	\$6,023.94
Standard PPO - Single	\$1,786.98	\$226.32	\$48.72	\$2,062.02
Standard PPO - Employee + 1	\$3,547.83	\$390.24	\$70.86	\$4,008.93
Standard PPO - Family	\$4,745.79	\$747.60	\$127.02	\$5,620.41

Note: Dependent coverage must be the same as the employee's coverage.

Life insurance in the amount of \$50,000 for the employee is paid for by the College.

STATE UNIVERSITIES RETIREMENT SYSTEM (SURS): Full-time faculty are eligible for SURS. Participation is mandatory for new employees on the first day of employment. Contributions are made through payroll deduction and are tax deferred.

TUITION WAIVER: All full-time faculty are eligible for a waiver of tuition and course fees for credit courses taken at MCC.

TUITION REIMBURSEMENT: One hundred percent tuition reimbursement is available to full-time faculty's dependents (spouse and dependent children) for credit course work taken at MCC. Reimbursement for tuition, fees and book costs is available to the employee, to a maximum of \$2,000.00 for approved course work taken elsewhere. All course work must be successfully completed to qualify for reimbursement.

FLEXIBLE SPENDING ACCOUNT (FSA): All full-time employees are eligible for participation in the College FSA. This program provides a tax effective way for you to pay your eligible health care or dependent care expense using pre-tax dollars.