



TOTAL REWARDS FACULTY Full time

MEDICAL LEAVE:	<u>Accrual per Month</u> 1.2 days – 9.6 hours (12 days per year maximum)	<u>Maximum Accrual</u> 150 days – 1200 hours
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PERSONAL LEAVE 4 days per fiscal year, which are charged to medical leave (1 additional day after 10 years of service)

BEREAVEMENT LEAVE: 5 days for absence due to death of relatives listed in the joint resolution and /or board policies.

TUITION WAIVER: Employee, spouse and dependent children can enroll in college courses at any campus without payment of tuition or maintenance fees.

SABBATICAL LEAVE: Paid leave for one semester or a partial paid leave for a full academic year for individual professional development may be applied for upon completion of six years of full-time service.

RETRAINING LEAVE: Paid leave to acquire the qualifications to teach new subject matter may be applied under the same guidelines as sabbatical leave.

ARTICLE XXXII Funds Full-time probationary and continuing faculty members are allotted up to \$1,000 in a fiscal year for professional development which enhances their ability to advance the College’s mission.

INSURANCE PROGRAMS

Employees may enroll on a voluntary basis in any of the following programs:

Medical	Life with Accidental Death & Dismemberment
Dental	Long-Term Disability (LTD)
Vison	Voluntary Short-Term Disability (STD)
Flexible Spending Account (FSA)	Voluntary Accidental Death and Dismemberment (VADD)
Critical Illness	Voluntary Hospital Indemnity
Dependent Care Account	Health Savings Account (HSA)

RETIREMENT PLAN

Faculty participates in the Public-School Retirement System of Missouri (PSRS). The College matches the employee's **required 14.5% contribution rate**. Employee contributions are made on a pre-tax basis reducing taxable income. Participants do not pay Social Security tax but do pay Medicare tax. Normal retirement is age 60 or at any age with 30 years of credited service.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP is a college paid benefit which provides confidential short-term professional counseling, coaching and resources for employees and their family members.

TAX SHELTERED ANNUITIES

Several independently administered tax-sheltered annuity plans and a deferred compensation program are available. Contributions are made on a pre-tax basis and reduce taxable income.