



TOTAL REWARDS

PROFESSIONAL STAFF Full-Time

VACATION: 12-MONTH CONTRACT

<u>Length of Service</u>	<u>Days Accrued per Year</u>
1st year	16
2nd year	18
3rd year	20
4th - 9th year	22
10th - 14th year	24
15th - 19th year	25
20th - 24th year	26
25th year and over	27

36-WEEK CONTRACT

Benefit accumulation in lieu of vacation payable upon service termination:

2nd year	1 day
3rd year	2 days
4th year +	3 days
Maximum accrual:	
3/4 of the full-time maximum	

MEDICAL LEAVE:

	<u>Accrual per Month</u>	<u>Maximum Accrual</u>
12 Month Contract	1.2 days – 9.6 hours	180 days – 1440 hours
36 Week (10 month pay schedule)	1.2 days – 9.6 hours	120 days – 960 hours
36 Week (12 month pay schedule)	1 day – 8 hours	120 days – 960 hours

PERSONAL LEAVE: 4 days per fiscal year – 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 Board policy and/or your Joint Resolution.

<u>HOLIDAYS:</u>			
New Year's Day	Juneteenth	Day before Christmas	
Martin Luther King Day	Independence Day	Christmas Day	
President's Day	Labor Day	Weekdays between	
Spring Holiday	Thanksgiving Day	Christmas Day and	
Memorial Day	Day after Thanksgiving	New Year's Day	

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

EMPLOYEE TUITION REIMBURSEMENT POLICY: Full-time Classified, Administrative/Professional and Physical Plant employees are eligible to apply for Tuition Reimbursement, if the employee has at least 6 months of service before the first day of class and is employed on the last day of class.

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: PUBLIC SCHOOL RETIREMENT SYSTEM OF MISSOURI

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.