

BENEFIT PROGRAM: FULL-TIME FACULTY

Employees of McHenry County College enjoy an array of benefits as part of their employment. The following summarizes full-time, faculty benefits. Additional details can be found in the McHenry County College Faculty Association Agreement.

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. The new annual allowance shall be posted on each employee's account on September 1 of the year in which the allowance applies. Accumulated sick leave will not be compensated for by the College upon termination; however, up to one year (180 days) 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 Faculty Agreement.

PERSONAL LEAVE: Full-time faculty receive two days per year for personal leave. Personal days are credited to the employee on September 1 of the year in which the allowance applies. 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. One day per year of accumulated sick leave may be used as an additional personal day.

BEREAVEMENT LEAVE: Five working days' bereavement leave are available to full-time faculty for a death in the immediate family. Immediate family is defined as spouse, domestic partner, 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, during their employment at MCC, each employee may take one bereavement leave for a person not on the above list.

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 or for two semesters at one-third 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.

TUITION REIMBURSEMENT FOR McHENRY COUNTY COLLEGE COURSES: Any full-time faculty member may register for a credit course at McHenry County College. The faculty member shall not be required to pay tuition or fees for such credit course. Eligible dependents of faculty members shall be required to pay tuition upon registration but shall have such tuition and fees reimbursed promptly upon successful completion of the course.

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TUITION REIMBURSEMENT FOR PROFESSIONAL STUDY: Faculty members with an approved faculty action plan are eligible to receive \$2,800 for professional development annually. One thousand dollars of the \$2,800 will be distributed through payroll on the first pay date in October of the academic year. Faculty may apply for the remaining \$1,800 to be used for tuition, course fees and books for preapproved credit based courses from a regionally accredited institution.

INSURANCE: Medical, dental and vision insurance are available for all full-time faculty and their eligible dependents. Plan details and annual employee contributions for health insurance coverage can be obtained by contacting the Office of Human Resources.

Life insurance in the amount of \$50,000 for the employee is paid for by the College. Additional life insurance coverage is available for employees and eligible dependents and paid for through payroll deductions. Long Term Disability insurance is also available.

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

EMPLOYEE ASSISTANCE PROGRAM (EAP): Comprehensive program designed to provide confidential support, intervention and resources for employees and family members.

403(b) and 457 PLANS: MCC offers you the ability to save money for your retirement to supplement your SURS program on a tax preferred treatment. This plan through Security Benefit uses the 457 and 403(B) tax laws to allow you to save for your retirement on either a pre-tax or tax free (Roth) basis.

STATE UNIVERSITIES RETIREMENT SYSTEM (SURS)-PENSION/MEDICARE: Full-time faculty are eligible for SURS. Participation in this pension plan is mandatory for new employees on the first day of employment. The contribution amount is 8% of gross pay. No tax is paid on the contribution. Additionally, full-time employees contribute .5% of gross earnings to the Community College Health Insurance Plan for retirees. All new employees have **6 months** to choose 1 of 3 plan election options with SURS: The Traditional Plan, The Portable Plan or the Self-Managed Plan. Information concerning these plans will be mailed directly from SURS. Employees are also required to contribute 1.45% of gross pay to Medicare.

OTHER BENEFITS OF INTEREST: Additional benefits for employees include MCC discounts: Bookstore, Fitness Center, Automotive Services, Horticulture plant/sales. Frequent Health and Wellness Programs, A Partnering/Mentoring Program, and various Professional Development opportunities. Also, receive participating McHenry County vendor discounts (e.g. fitness memberships at Centegra Health Bridge and YMCA). Explore myMCC for more information or visit the Office of Human Resources.

If you have any questions regarding your benefit program, please contact the Office of Human Resources in Room A244 or at (815) 455-8995 for assistance.