



### Schedule of Part-Time Adjunct Benefits

The summaries provided below contain only general guidelines and information. If you have questions on eligibility or applicability of a benefit or policy, please refer to the current ECCFA Contract (UAI/UAI), the Administrative Procedures (Non-Union ADJ) and benefit documents and forms located on eNet and/or contact H.R. – Benefits.

	Non-Union Adjunct Faculty	Unit Adjunct Faculty I	Unit Adjunct Faculty II
<b>MEDICAL INSURANCE</b>	The Marketplace can help you evaluate your coverage options, including eligibility & cost. Visit HealthCare.gov for information.		
<b>DENTAL / VISION INSURANCE</b>	Delta Dental (Dental Insurance) and VSP Direct (Vision Insurance) offer special pricing on individual policies to ECC employees. Information can be found on ECC's intranet, eNet.		
<b>RETIREMENT PLANS</b>	<p>The State Universities Retirement System (SURS) provides retirement, disability, death and survivors' benefits to eligible SURS participants and annuitants. ECC employees contribute a fixed percentage of gross earnings which is deposited into the retirement plan you choose. In addition, employees contribute a fixed percentage of earnings to fund a retiree health insurance plan.</p> <p>Employees may elect to participate in a 403(b) tax-sheltered annuity plan and/or a 457(b) deferred compensation plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.</p>		
<b>SICK LEAVE</b>	N/A	<ul style="list-style-type: none"> <li>Earn 1 day per semester per class taught, not to exceed 2 days. 2 days may be used per semester.*</li> <li>Library faculty earn 3 days per calendar year. 3 days may be used per year.*</li> <li>Faculty Sick Bank*</li> </ul>	<ul style="list-style-type: none"> <li>Earn 3 days per semester. 3 days may be used per semester.*</li> <li>Library faculty earn 6 days per calendar year. 6 days may be used per year.*</li> <li>Faculty Sick Bank*</li> </ul>
<b>PROFESSIONAL EXPENSE REIMBURSEMENT</b>	N/A	Eligible employees may be reimbursed up to \$200 per active semester (excluding summer) for professional expenses incurred throughout the academic year, that are directly applicable to their position with the college.*	
<b>PROFESSIONAL DEVELOPMENT</b>	N/A	Funds for professional development activities will be allocated on a competitive basis by the Faculty Development Committee and shall be subject to the approval of the V.P. of Teaching, Learning and Student Development.*	
<b>TUITION REIMBURSEMENT</b>	Tuition reimbursement credits will be earned at a rate of one credit hour for each credit hour taught. Credits may be used to seek	Tuition reimbursement is earned at a rate of one credit hour for each credit hour taught. Library faculty earn 8 credit hours per calendar year.	Employees may seek reimbursement of tuition for credit courses they, their spouse, or children age twenty-five (25) or

	reimbursement of tuition for credit courses they, their spouse, or children age twenty-five (25) or younger take at Elgin Community College in which they receive a grade of "C" or better**.	Credits may be used to seek reimbursement of tuition for credit courses they, their spouse, or children age twenty-five (25) or younger take at Elgin Community College in which they receive a grade of "C" or better*.	younger take at Elgin Community College in which they receive a grade of "C" or better*.
<p><b>MORE GREAT STUFF!</b></p>	<ul style="list-style-type: none"> <li>• Confidential Employee Assistance Program available 24/7</li> <li>• Wellness Programs</li> <li>• On-Site Fitness Center</li> <li>• On-Site Childcare</li> <li>• Access to the Kane County Teachers Credit Union</li> <li>• ECC Box Office Discounts</li> <li>• On-Site Blood Drives</li> <li>• Fine Dining at Spartan Terrace</li> </ul> <p>Be sure to ask about discounts provided to ECC employees when frequenting local businesses! Such as wireless providers, electronics companies, craft/fabric stores, fitness centers, park districts, book stores, museums, etc.</p>		

*\*Please refer to the ECCFA contract for details.  
\*\*Please refer to the Administrative Procedure for details.*