



Schedule of Adjunct Benefits

	Adjunct Faculty (Non-Union)	Unit Adjunct Faculty I	Unit Adjunct Faculty II
Benefit Plans	The Insurance Marketplace can help you evaluate your coverage options, including your eligibility and cost. Please visit HealthCare.gov for more information. Delta Dental (Dental Insurance) and VSP Direct (Vision Insurance) offers special pricing on individual policies to ECC employees.	The Insurance Marketplace can help you evaluate your coverage options, including your eligibility and cost. Please visit HealthCare.gov for more information. Delta Dental (Dental Insurance) and VSP Direct (Vision Insurance) offers special pricing on individual policies to ECC employees.	The Insurance Marketplace can help you evaluate your coverage options, including your eligibility and cost. Please visit HealthCare.gov for more information. Delta Dental (Dental Insurance) and VSP Direct (Vision Insurance) offers special pricing on individual policies to ECC employees.
Professional Expense/ Development	N/A	\$200 per active semester (refer to your union contract for details)	\$200 per active semester (refer to your union contract for details)
Retirement	The State Universities Retirement System (SURS) provides retirement, disability, and death and survivors' benefits to eligible SURS participants and annuitants. Continuing part-time employees are participants and will have an 8% deduction from each paycheck into a SURS account in their name. Temporary, seasonal and intermittent employees are not eligible to join SURS. Employees may also elect to participate in a 403(b) and/or a 457(b) plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.	The State Universities Retirement System (SURS) provides retirement, disability, and death and survivors' benefits to eligible SURS participants and annuitants. Continuing part-time employees are participants and will have an 8% deduction from each paycheck into a SURS account in their name. Temporary, seasonal and intermittent employees are not eligible to join SURS. Employees may also elect to participate in a 403(b) and/or a 457(b) plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.	The State Universities Retirement System (SURS) provides retirement, disability, and death and survivors' benefits to eligible SURS participants and annuitants. Continuing part-time employees are participants and will have an 8% deduction from each paycheck into a SURS account in their name. Temporary, seasonal and intermittent employees are not eligible to join SURS. Employees may also elect to participate in a 403(b) and/or a 457(b) plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.
Sick Leave	N/A	One (1) day per semester per class taught, not to exceed two (2) days, with unlimited accumulation. Only two (2) days may be used per semester. Counseling & library faculty earn three (3) days per calendar year with unlimited accumulation. Only three (3) days may be used per year. (refer to your union contract for exact details)	Three (3) days per semester with unlimited accumulation. Only three (3) days may be used per semester. Unit adjunct counseling & library faculty earn six (6) days per calendar year with unlimited accumulation. Only six (6) days may be used per year. (refer to your union contract for exact details)
Tuition Reimbursement	Tuition reimbursement credits will be earned at a rate of one credit hour for each credit hour taught. The tuition reimbursement hours will accumulate and can be used for the employee, their spouse and children 25 or younger for reimbursement of tuition only for all credit courses taken at ECC, in which they receive a grade of "C" or better. (refer to Administrative Procedure 5.205 for details)	Tuition reimbursement is earned at a rate of one credit hour for each credit hour taught. Counseling & library faculty earn 8 credit hours per calendar year. Reimbursement credits can be used for the employee, their spouse and children age 25 or younger for ECC credit courses. Reimbursement is dependent on a grade of "C" or better. (refer to your union contract for details)	Employees, spouses and children age 25 or younger shall have the right to receive reimbursement of tuition for all credit courses taken at ECC, provided they receive a grade of "C" or better. (refer to your union contract for details)
Other Benefits	Employee Assistance Program Employee Wellness Programs Box Office Discounts On-Site Fitness Center On-Site Childcare Access to Kane County Teachers Credit Union	Employee Assistance Program Employee Wellness Programs Box Office Discounts On-Site Fitness Center On-Site Childcare Access to Kane County Teachers Credit Union	Employee Assistance Program Employee Wellness Programs Box Office Discounts On-Site Fitness Center On-Site Childcare Access to Kane County Teachers Credit Union

The summaries provided in this document contain only general guidelines and information. It is not intended to be comprehensive. If you have any questions concerning eligibility for a particular benefit, or the applicability of a policy, you should address your specific questions to the Human Resources department.