



SCHEDULE OF FULL-TIME FACULTY BENEFITS

- MEDICAL INSURANCE:** The College offers two medical insurance plans: BlueCross BlueShield of Illinois PPO and HMO Illinois. The College pays a portion of the premium for employee and dependent coverage. (see rate sheet for exact details)

- DENTAL INSURANCE:** The College offers a dental plan through Delta Dental for you and your family, with an option of selecting an HMO or a PPO/Premier plan. The College pays a portion of the premium for employee and dependent coverage. (see rate sheet for exact details)

- LIFE INSURANCE:** Group term life and accidental death and dismemberment policy at two (2) times base annual salary or \$100,000 whichever is greater, rounded up to the nearest thousand provided at no cost to employee.

- VISION PLAN:** Through the BlueCross BlueShield medical plans, a no-cost vision program offering discounts for exams, lenses and frames is available. Additional coverage can be purchased through a voluntary vision plan.

- FLEXIBLE SPENDING ACCOUNT:** You can aside earnings on a pre-tax basis through payroll deduction to pay for qualified health expenses not covered by the insurance, and child/elder care expenses as prescribed by law.

- RETIREMENT PLANS:** The State Universities Retirement System (SURS) provides retirement, disability, death and survivors' benefits to eligible SURS participants and annuitants. ECC employees contribute 8% of gross earnings which is deposited into the retirement plan you choose. In addition, employees contribute .5% of earnings to fund a retiree health insurance plan.

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.

- CREDIT UNION:** ECC employees are eligible to join the Kane County Teachers Credit Union.

- TIME OFF WITH PAY:** **Sick days** – 12 per year
Personal days – 2 per year

- TUITION REIMBURSEMENT:** Each employee, employee's spouse, and employee's children age twenty-five (25) or younger shall have the right to receive reimbursement of tuition for credit courses taken at Elgin Community College. Reimbursement is dependent on a grade of "C" or better.

- PROFESSIONAL EXPENSE REIMBURSEMENT** Each full time faculty member will be granted reimbursement for incurred professional expenses directly applicable to their position with the college. Please refer to your union contract for details including but not limited to: eligibility, rates and procedures.

- PROFESSIONAL DEVELOPMENT BENEFITS** Funds for Professional Development Benefits will be allocated on a competitive basis by the Faculty Development Committee and shall be subject to the approval of the Vice President of Teaching, Learning and Student Development. Please refer to your union contract for details.

- OTHER BENEFITS:**

<u>Box Office Discounts</u>	<u>Sick Bank Program</u>
<u>Employee Assistance Program</u>	<u>Wellness Programs</u>
<u>On-Site Fitness Center</u>	<u>Long-Term Disability</u>
<u>On-Site Childcare</u>	
<u>Voluntary Employee, Spouse & Child Life Insurance</u>	

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.