BENEFIT PROGRAM - PROFESSIONAL PART-TIME

The following is a summary of the benefit program for part-time professionals who work 10 hours a week or more. Further details of this program can be found in the MCCSC Contract. New employees who begin work before or on the 15th of the month will receive vacation and sick leave credit for a full month. New employees who begin work after the 15th of the month will receive no vacation or sick leave credit until the following month. If you have any questions regarding the benefit program, feel free to contact the Office of Human Resources in Room A244 or at (815) 455-8995.

HOLIDAY LEAVE: Part-time professional employees employed at least 20 hours a week shall receive holiday pay equal to the amount of hours the employee would have been scheduled to work if the day was not a paid holiday as listed in Section 3.10 of the MCCSC Contract. They will be paid according to the official work schedule on file in the Office of Human Resources.

PERSONAL LEAVE: Part-time professional employees who work less than 30 hours a week shall be granted eight (8) hours personal leave without loss of pay or benefits per year. Part-time professional employees who work 30 hours a week or more shall be granted twelve (12) hours personal leave without loss of pay or benefits per year. Such days shall be credited to each employee on July 1 of each year. New employees hired before January 1 of a fiscal year shall have 100% of the above allotment for the fiscal year, and new employees hired after January 1 shall have 50% of the above allotment for the fiscal year. Personal days may be taken for any personal reason at the discretion of the employee with at least three days notification to their supervisor (except in the case of an emergency). Unused personal days shall convert to sick leave at the end of each fiscal year, and will not be compensated for by the College upon termination.

SICK LEAVE: Part-time professionals receive sick leave at the following rate:

Employed ten (10) to nineteen (19) hours per week: shall be credited with four (4) hours per month regularly scheduled to work, unlimited accumulation;

Employed at least twenty (20) hours per week: shall be credited with six (6) hours per month regularly scheduled to work, unlimited accumulation.

Sick days may be used for employee’s or family member’s illness, injury, accident or disability. Family member is defined as spouse, children, parent, parent-in-law, grandparent, grandchild, or legal guardian who has raised the employee. Accumulated sick leave will not be compensated upon termination; however, up to one year of unused sick leave may be applied by the State Universities Retirement System in the computation of retirement benefits.

SICK LEAVE POOL: Employees may elect to put one (1) unit (amount equal to their monthly accrual) into the Sick Leave Pool each year. Participants may draw from the pool in the event an employee’s extended illness requires absence from work in excess of accumulated sick leave. Further details of this program can be found in the MCCSC Contract.
**VACATION LEAVE:** Part-time professional employees shall accrue vacation as follows:

Employed ten (10) to nineteen (19) hours a week: accrue four (4) hours per month as regularly scheduled to work. Eighty (80) hours may accumulate.

Employed at least twenty (20) hours per week: six (6) hours per month as regularly scheduled to work. One hundred twenty (120) hours may accumulate.

When an employee reaches the maximum allowable accumulated vacation days, the excess days shall convert to sick leave days. Accumulated vacation days for employees shall be compensated for by the College upon termination at the employee’s rate of pay at the time of termination.

**BEREAVEMENT LEAVE:** Five (5) days of bereavement leave shall be granted to employees per death without loss of pay or benefits for death in the immediate family provided, however, that leave days taken must be five consecutive regularly scheduled employee workdays. The term “immediate family” shall mean the employees’ spouse, domestic partner, child, daughter/son-in-law, parent, parent-in-law, brother, sister, grandparent, grandchild, or a legal guardian who has raised the employee. In addition, each employee may take one bereavement leave for a person not on the above list during their employment at MCC.

**TUITION WAIVER:** Part-time professionals who work twenty (20) hours per week or more are eligible for a waiver of tuition and fees for a maximum of six (6) credit hours per semester taken at MCC with prior approval of the Office of Human Resources. The credit hours may be taken by the employee and/or by his/her spouse and dependent children who are eligible for the College’s group medical insurance plan.

**TUITION REIMBURSEMENT:** Reimbursement for tuition, fees and book costs is available to part-time professional employees, to a maximum of $875.00 per fiscal year with an increase of $25.00 in each subsequent year of the current MCCSC Contract, for supervisor approved course work taken at a regionally accredited institution or other institutions as approved by the College with prompt payment upon successful completion (“C” or better, if applicable) of such course(s).

**INSURANCE:** Through the duration of the current MCC Staff Council Contract, part-time employees who work at least twenty (20) hours per week may participate in the plan(s) by paying the full premium(s), so long as they are currently enrolled in a plan and maintain continuous participation as of the ratification date of the agreement. Contact the Office of Human Resources for additional information.

**STATE UNIVERSITIES RETIREMENT SYSTEM (SURS)-PENSION/MEDICARE:** Part-time professional employees 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. 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. Employee contributions to the State Universities Retirement System shall be tax deferred and not reported as income in the tax year in which they are paid subject to applicable law and IRS rules and regulations. Employees are also required to contribute 1.45% of gross pay to Medicare.