CHAPTER 2 College Personnel – Faculty (KCEA)	**SECTION NO.** 2.04
REFERENCE 2.04.02 Faculty (KCEA) Benefits	*Adopted: October 12, 2010* *Reviewed: September 14, 2010; February 17, 2015, June 13, 2023; November 10, 2026* *Revised: February 17, 2015, June 13, 2023; November 10, 2026*

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LEAVES*		
Benefit	**Eligibility**	**Benefits Received**
SICK	Upon Employment	15 sick days per academic year. Up to two (2) days of accumulated sick leave may be used during the summer term by non-twelve month faculty teaching summer classes. The two (2) sick days shall not be applied to supplemental days.
PERSONAL	Upon Employment	5 days of an employee's 15 sick leave days
BEREAVEMENT	Upon Employment	See KCEA Bargaining Agreement for information
SABBATICAL LEAVE	Seven or more consecutive years of employment	See KCEA Bargaining Agreement for information

VACATION*	
Years of Completed Service	**Days Accumulated**
Immediately (Non-12 Month Bargaining Unit Employees)	Non-12 Month Bargaining Unit Faculty do not receive vacation benefits.
Immediately (12 Month Bargaining Unit Employees)	21 days - Fiscal Year (July 1 through June 30)
Separation from Employment	All accrued and unused vacation days will be paid at the then current salary rate

INSURANCE*		
Benefit	**Eligibility**	**Benefits Received**
MEDICAL	Upon Employment	Medical, Dental, Vision
BASIC LIFE	Upon Employment	Equal to $50,000 or employee may elect 1.5 x their base annual salary (maximum of $200,000). Employee is responsible for any tax implications.

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HOLIDAYS*		
Benefit	**Eligibility**	**Benefits Received**
HOLIDAYS	Upon Employment (Non-12 Month Bargaining Unit)	Non-12 Month Bargaining Unit Faculty do not receive holiday benefits.
HOLIDAYS	Upon Employment (12 Month Bargaining Unit Employees)	13 holidays; Independence Day, Labor Day, Day Before Thanksgiving, Thanksgiving Day, Day After Thanksgiving, Christmas Eve Day, Christmas, New Year's Eve, New Year's Day, Martin Luther King Day, Spring Friday, Memorial Day, Juneteenth (subject to the KCEA Bargaining Agreement).

FLOATING HOLIDAYS*		
Benefit	**Eligibility**	**Benefits Received**
FLOATING HOLIDAYS	Upon Employment (12 Month Bargaining Unit Employees)	Three (3) 'floating holidays' to be applied to the holiday period in late December, (between the observation of the Christmas holiday and New Year's holiday). If the College elects to 'close' campus during this period, these days would automatically be applied to this period and any eligible, benefited, employee would receive compensated time off during this closure. If the College elects not to close during this period; those days would be available for use by any eligible, benefited, employee for use during the period following the New Year's Day holiday and June 30. (subject to the KCEA Bargaining Agreement).

RETIREMENT*		
Benefit	**Eligibility**	**Benefits Received**
State Universities Retirement System (SURS)	Upon Employment	Mandatory deduction of 8% (pre-tax) contributed to the plan of your choice

LONGEVITY PAYMENTS*		
Benefit	**Eligibility**	**Benefits Received**
Longevity	Upon Employment	Faculty members will be eligible for a one-time, non-cumulative longevity payment of $500 upon completion of twenty (20) total years of full-time service in the bargaining unit and after completion of each additional five (5) years of College service after the 20th year of service. The faculty member will receive the $500 longevity payment on the final June payday of the fiscal year in which the faculty member is eligible for longevity pay. The longevity payment will not be added to the faculty member's base annual salary for subsequent contract years

*See current KCEA bargaining agreement for terms and conditions