

## BENEFITS SUMMARY

### Full-Time Board-Approved Faculty

#### ► INSURANCE

##### Medical Insurance

- Wellmark Blue Cross & Blue Shield of Iowa – 3 plans available
- Employee single premium paid at highest level
- Option to cover eligible spouse/partner and/or children
- Coverage effective first of the month following FT date of hire
- Flexible Benefit Dollars provided to offset cost of family coverage or taken as cash

##### Dental Insurance

- Delta Dental of Iowa
- Employee single premium paid in full
- Option to cover eligible spouse/partner and/or children

##### Vision Insurance

- Vision Service Plan
- Employee single premium paid in full
- Option to cover eligible spouse/partner and/or children

##### Life/AD&D Insurance

- 2x Annual Salary – Employee premium paid in full

##### Supplemental Life Insurance

- Optional for employee, eligible spouse/partner and children

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- Optional for employee, spouse/domestic partner and children

##### Long Term Disability

- Benefit is 70% of base salary after 90-day waiting period
- Employee premium paid in full

##### Flexible Benefit Plan

- Healthcare Expense Account up to IRS limit per plan year (July – June)
- Dependent Care Expense Account up to IRS limit per plan year (July – June)

#### ► PAID LEAVE

##### Sick Leave

- 15 days per academic year, accrues up to 115 days

##### Personal Days

- 3 days per academic year

##### Illness in the Family

- 5 days per academic year

##### Bereavement Leave – Family

- 5 days per academic year

##### Bereavement Leave - Other

- 2 days per academic year

##### Maternity/Paternity Leave

- Employees may convert up to 5 sick days to maternity/paternity leave during the first six (6) months after delivery, adoption or placement of a foster child.

*Instructional faculty leave can be taken in whole or half-day increments*

#### ► SUMMER HOURS

- Summer hours are observed the Monday following May commencement through approximately the last week in July. Summer work hours are nine (9) hours per day Monday through Thursday and off on Friday.
- Summer hours are observed by all departments with the exception of Facilities & Security and The Hotel at Kirkwood Center.

## RETIREMENT

*Enrollment in a retirement plan is mandatory under Iowa Code*

### Plans

- One-time election of either IPERS or TIAA

### Contribution

- Employer: 9.44%
- Employee: 6.29% (pre-tax)

### 403(b) Retirement Annuities

- Optional benefit

### Retirement Incentive Program

- Eligibility: Age 55 with 10 years of full-time board-approved employment
- Cash incentive is 5% for each year of consecutive FT board-approved employment, not to exceed 100%.
- Single medical, dental and vision premium paid until Medicare eligible.

## TUITION BENEFITS

### Kirkwood Tuition Benefit

- Six (6) credit hours per semester tuition-free for Kirkwood courses
- Continuing Education benefit of \$1000 per fiscal year.
- Effective first semester/session after date of hire

### Dependent Tuition Benefit

- 50% discount on credit tuition only for dependent children and spouse/partner
- Effective first semester after date of hire

### Educational Salary Adjustment/ Professional Development

- Faculty may apply for additional pay for completion of an advanced degree and/or completion of credit courses and attending workshops/seminars
- Faculty may also apply for Professional Development Funds through Academic Affairs for professional development activities.

### Tuition Discount/Non-Kirkwood

- When applying for admission at other institutions, please inquire about any discounts available for Kirkwood employees.

## OTHER BENEFITS

### Employee Assistance Program (EAP)

- Mercy EAP with a limit of six (6) visits per family member per calendar year

### Computer Purchase Program

- Purchases of up to \$4,000 from Kirkwood EagleTech eligible for interest-free payroll deductions over 1, 2 or 3 years

### Recreation Center

- Free to employee
- Spouse/Partner and children age 14-25 is \$25 for a six-month membership

### Service Awards

- Awarded in 5 year increments beginning with 5 years of FT employment

### Holidays

- The college is closed for the following fourteen (14) holidays:
  - MLK Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Thanksgiving - three (3) days (Wednesday/Thursday/Friday)
  - Winter recess - seven (7) days (approximately December 24 through January 1)