

▶ INSURANCE

Medical Insurance

- Wellmark Blue Cross & Blue Shield of Iowa – 3 plans available
- Employee single premium paid at HMO Essential Level
- Option to cover eligible spouse/partner and/or children
- Coverage effective first of the month following FT date of hire

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
Supplemental Life Insurance

- 2x Annual Salary – Employee premium paid in full
- Optional for employee, eligible 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 TIME OFF

Vacation

- 20 days/fiscal year (prorated at 2 days/month to max of 20 days)
- Bank 5 days per fiscal year not to exceed 30 days banked

Holidays

- Seven (7) Paid Holidays
 - New Year's Day
 - Martin Luther King, Jr. Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

Sick Leave

- 6 days per fiscal year, accrues up to 50 days

Personal Days

- 2 days per fiscal year

Bereavement Leave – Family

- 5 days per fiscal 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.

▶ 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 \$250 per session.
➤ 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
- Tuition Reimbursement** ➤ \$2,000 for Bachelor's degree / \$2,500 for Master's/PhD
- 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 full-time employment