

Kirkwood Total Rewards Package

Board-Approved FT Faculty- 2020-2021

Benefit	Kirkwood Board-Approved Full-Time Faculty
Medical Insurance	Single paid at highest level (PPO Premier). Effective first of month after date of Flex Benefit Dollars (to offset premium or take as cash): PPO Premier - \$4,380/year or \$182.50 twice monthly PPO Choice - \$5,076/year or \$211.50 twice monthly HMO Essential - \$6,348/year or \$264.50 twice monthly
Dental Insurance	Single paid
Vision Insurance	Single paid
Life	2x Annual salary
LTD	70%/90 day elimination period
Retirement	IPERS or TIAA-CREF Employee Contribution: 6.29% Employer Contribution: 9.44%
Retirement Incentive Program	Age 55 with 10 years full-time consecutive board-approved employment Cash incentive of 5% for each year of FT, Board Approved employment (not to exceed 100%) and single medical, dental, and vision premiums paid until medicare eligible
403(b) Supplemental Retirement Annuities	Optional
*Personal Days	3 days
*Sick Leave (To be used for employee illness, injury, or doctor appointments) Banked Sick	15 days/year regardless of years of service Prorated at 1.25 days per month Maximum accumulation 115 days, inclusive of the current year
*Illness in Family	5 days per year
*Bereavement Other bereavement	5 days 2 days
Flexible Benefit Plan Annual Limits	Dependent Care: \$5,000 Medical Expense: \$2,700
FMLA	Single insurance premium paid only during FMLA Mandatory use of earned paid leave
Work Comp Use of Sick leave	Allow employee to take work comp check and use sick leave to supplement in 1 hour increments if they choose to do so, or current method of using sick days and turning work comp over to the College
Kirkwood Employee Tuition	6 credit hours/semester. Effective first semester after date of hire \$250/Continuing Education Session (4 sessions/yr). Effective first session after hire
Dependent Kirkwood Tuition	50% discount/Effective first semester after date of hire Benefit for dependent children and spouse/domestic partner
Tuition Reimbursement	See Academic Affairs Department for details
Computer Purchase	See information on KIN under Employee Forms Plus
EAP	Mercy EAP - 6 visits per family member per calendar year
Events (Pig Out, Holiday Reception, etc.)	Free
Recreation Center	Free to employee Spouse/Partner and Children age 14-25: \$25/six month membership
Service Awards - Gift Cards	In 5 year increments starting at 5 years of full-time board-approved employment

* Faculty leave can be taken in whole or half day increments with the exception of those in non-instructional areas, for example librarians and counselors

Non-negotiated benefits are subject to change at any time

Update: 8/5/2020