

**MAINE COMMUNITY COLLEGE SYSTEM  
MAINE EDUCATION ASSOCIATION  
FACULTY UNIT  
SUMMARY OF EMPLOYMENT BENEFITS**

<b>RETIREMENT:</b>	Employee is required to choose between two retirement options: The Maine Public Employees Retirement System (MainePERS) or the Teachers Insurance & Annuity Association College Retirement Equities Fund (TIAA-CREF). Mandatory membership in lieu of Social Security.
<b>HEALTH INSURANCE:</b>	Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS; 60% of cost of family plan paid by MCCS, the remainder paid by employee. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment.
<b>DENTAL INSURANCE:</b>	Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment.
<b>VISION INSURANCE:</b>	Optional employee and dependent Vision Insurance available; all premiums paid by the employee. Your insurance becomes effective the first of the month following one month of employment.
<b>LIFE INSURANCE:</b>	Group term life insurance equal to the employee's annual salary paid by the MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.
<b>SICK LEAVE:</b>	Nine (9) days per academic year.
<b>SICK LEAVE BANK:</b>	Faculty may contribute yearly to a Sick Leave bank, and may draw upon the bank in accordance with the guidelines in the bargaining contract.
<b>PERSONAL LEAVE:</b>	Two (2) days of personal leave per year.
<b>SECTION 125 PLAN:</b>	Pre-tax Health and Dental premiums; Health Care and Dependent Care Flexible Spending Accounts.
<b>SEVERANCE PAY:</b>	0 - 3 years 0 days 4 - 10 years 15 days 11 - 15 years 25 days +16 years 35 days
<b>DEFERRED COMPENSATION PLAN:</b>	Available through payroll deduction.
<b>PROBATION PERIOD:</b>	Faculty shall serve a probationary period of up to three (3) years.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED TO MEA FACULTY EMPLOYEES IN ACCORDANCE WITH THE CURRENT BARGAINING CONTRACT. PLEASE CONSULT THE COLLECTIVE BARGAINING CONTRACT FOR FURTHER INFORMATION AND CLARIFICATION.