TEACHING AND NON-TEACHING FACULTY BENEFIT SUMMARY

**Health Insurance:** Option to enroll in NY44 Health Benefit Trust (MVP network). New employees contribute 25% of the premium cost until tenured, whereupon the employer shall pay the full premium cost.

**Vision Care:** Benefits offset costs for exams, frames, lenses, and other services.

**Life Insurance:** Coverage equals two times your base salary. New employees contribute 25% of the premium cost until tenured, whereupon the employer shall pay the full premium cost.

**Retirement:** Choice of three retirement plans:
- 1. NYS Teachers Retirement System
- 2. NYS Optional Retirement System (TIAA-CREF)
- 3. NYS Employee Retirement System

**Day Care:** Dependents are eligible for affordable, on-campus day care provided by the YMCA

**Student Loan Forgiveness:** FM participates in the Federal Student Public Service Loan Forgiveness Program and eligible staff may have certain federal loans waived.

**Sick Leave:** Accrued at a rate of one and a half days per month to a maximum of 12 sick leave days per contract year with an unused accumulation of not more than 400 days.

**Personal Leave:** 3 days per contract year.

**Bereavement Leave:** Up to 5 consecutive days.

**Maternity Leave:** Maximum of 1 year without pay.

**Sabbatical:** Per the terms of the contract.

**Tuition Waiver:** Employee and employee dependents are granted tuition free entrance to credit and non-credit courses.

* The above represents a summary of current benefits and is subject to change, per the terms and conditions of employment negotiated between the faculty union and the College.

1/2015