

TEACHING AND NON-TEACHING FACULTY BENEFIT SUMMARY

Health Insurance:	Option to enroll in one of three plans: BlueShield of NENY PPO BlueShield of NENY Community Blue HMO Mohawk Valley Physicians Health Plan (MVP) New employees contribute 25% of the premium cost until Tenure, whereupon the employer shall pay the full premium cost.
Life Insurance:	New employees contribute 25% of the premium cost until Tenure, whereupon the employer shall pay the full premium cost.
Retirement:	Choice of three retirement plans: NYS Teachers Retirement System NYS Optional Retirement System (TIAA-CREF) NYS Employee Retirement System
Sick Leave:	Accrued at a rate of one and a half days per month to a maximum of 12 sick leave days per year with an unused accumulation of not more than 400 days.
Personal Leave:	3 days per contract year.
Bereavement Leave:	3 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.