



Fulton-Montgomery
Community College



TEACHING AND STUDENT & ACADEMIC SERVICES FACULTY—FRINGE BENEFITS

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. An annual stipend for waiving coverage is available (\$1,250 for single coverage, and \$2,500 for family).

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.