

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

RETIREMENT:	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.
HEALTH INSURANCE:	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.
DENTAL INSURANCE:	Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis.
LIFE INSURANCE:	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.
SICK LEAVE:	Nine (9) days per academic year.
SICK LEAVE BANK:	Faculty may contribute yearly to a Sick Leave bank, and may draw upon the bank in accordance with the guidelines in the bargaining contract.
PERSONAL LEAVE:	Two (2) days of personal leave per year.
SECTION 125 PLAN:	Pre-tax Health and Dental premiums; Health Care and Dependent Care Flexible Spending Accounts.
SEVERANCE PAY:	0 - 3 years 0 days 4 - 10 years 15 days 11 - 15 years 25 days +16 years 35 days
DEFERRED COMPENSAION PLAN:	Available through payroll deduction.
PROBATION PERIOD:	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.