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:  

<table>
<thead>
<tr>
<th>Years</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 3</td>
<td>0</td>
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<td>4 - 10</td>
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</tr>
<tr>
<td>11 - 15</td>
<td>25</td>
</tr>
<tr>
<td>+16</td>
<td>35</td>
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</tbody>
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DEFERRED COMPENSATION 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.

HR: Summary of Benefits Faculty

Last Updated: 3/2011