



<b>Summary of Employee Benefits for Officers</b>	
<b>Medical Insurance</b>	MCC offers two (2) medical plan options through Aetna. One traditional PPO plan and one High Deductible plan. Both of these plan choices offer two (2) network options (Open Choice & KC Care Network Plus).
<b>Dental Insurance</b>	MCC offers dental insurance through Delta Dental of Missouri. The plan highlights include: 100% on preventive dental services, 80% on basic dental services, and 80% on major dental services.
<b>Vision Insurance</b>	MCC offers vision coverage through Vision Services Plan (VSP). Some of the benefits offered through VSP are a free yearly eye exam, prescription lenses, frames or contact lens with an allowance towards the cost.
<b>Flexible Spending Account (FSA)</b>	Administered by Southern Wealth Bank Eligible employees may participate via payroll deduction.
<b>Health Savings Account (HSA)</b>	<ul style="list-style-type: none"> <li>○ Accounts are with United Missouri Bank (UMB)</li> <li>○ Eligible employees may participate via payroll deduction</li> </ul>
<b>Life Insurance &amp; Long-Term Disability</b>	<ul style="list-style-type: none"> <li>○ MCC provides two times (3x) your annual salary in life and AD&amp;D at no cost. Employees may purchase up to an additional two times their salary. Dependent life is also offered.</li> <li>○ Long term disability insurance is provided to full time employees at no cost.</li> </ul>
<b>Employee Assistance Program (EAP)</b>	The EAP provided through PAS offers employees and their families free, confidential access to programs and services needed to increase happiness and health.
<b>Tuition Fee Waivers</b>	MCC tuition fee waivers for employees and their dependents
<b>Employee Professional Development</b>	<ul style="list-style-type: none"> <li>○ Tuition reimbursement, <b>for employee only</b>, upon successful completion of preapproved courses at other colleges (See Schedule of Salary and Conditions for details).</li> <li>○ MCC provides funds <b>for employee only</b> professional activities</li> </ul>
<b>Retirement System Automatically enrolled</b>	<u>Public School Retirement System (PSRS) 5-year vesting period</u> <ul style="list-style-type: none"> <li>○ 14.5% employee contribution matched by the district</li> <li>○ 1.45% Medicare contribution</li> </ul>
<b>403B/457B Plan</b>	MCC provides a matching contribution of sixty-six and two-thirds percent (66 2/3%) per dollar, up to a maximum district contribution of \$1,000 per calendar year. Administered by Corebridge Financial.
<b>Wellness</b>	<ul style="list-style-type: none"> <li>○ MCC offers a robust wellness program. The mission of the wellness program is to embed the five pillars of wellbeing – Purpose, Connection, Financial, Physical and Mental &amp; Emotional. MCC provides training, engagement opportunities, support and collaboration so that employees build and maintain a higher fulfillment of self.</li> <li>○ Wellness discounts through Emlife. Access and free/discounted membership for employees to MCC campus fitness centers and online fitness programs provided by Fitpros Live.</li> <li>○ Weekly stress management sessions</li> </ul>
<b>Paid Time Off</b>	<ul style="list-style-type: none"> <li>○ Accrual begins on the first day of employment.</li> <li>○ Vacation earned/accrued at the rate of 16 hours per month.</li> <li>○ Sick leave accrued at the rate of eight (8) hours per month.</li> <li>○ Personal leave of up to three days (24 hours) per fiscal year charged to sick leave.</li> <li>○ Dependent leave of up to 10 days (80 hours) per fiscal year charged to sick leave.</li> </ul>
<b>Additional Benefits</b>	<ul style="list-style-type: none"> <li>○ Moving expenses up to \$6,500</li> <li>○ A corporate credit card is provided for work related expenses</li> <li>○ Automobile expense stipend</li> <li>○ Voluntary plans available with AFLAC</li> </ul>