



Summary of Employee Benefits for Full-Time Staff & Administrator

Medical Insurance	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).
Dental Insurance	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.
Vision Insurance	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.
Flexible Spending Account (FSA)	Administered by Southern Wealth Bank Eligible employees may participate via payroll deduction.
Health Savings Account (HSA)	Administered by United Missouri Bank (UMB). Eligible employees may participate via payroll deduction.
Life Insurance & Long-Term Disability	<ul style="list-style-type: none"> ○ MCC provides two times (2x) your annual salary in life and AD&D at no cost. Employees may purchase up to an additional two times their salary. Dependent life is also offered. ○ Long term disability insurance is provided to full time employees at no cost.
Employee Assistance Program (EAP)	The EAP provided through PAS offers employees and their families free, confidential access to programs and services needed to increase happiness and health.
Tuition Fee Waivers	MCC tuition fee waivers for employees and their dependents.
Employee Professional Development	<ul style="list-style-type: none"> ○ Tuition reimbursement, for employee only, upon successful completion of preapproved courses at other colleges (See Schedule of Salary and Conditions for details). ○ Professional development for employees will be provided at district expense. Employees are expected to participate in appropriate training programs upon approval of their supervisors.
Retirement System	<p><u>Public Education Employee Retirement System (PEERS) 5-year vesting period</u></p> <ul style="list-style-type: none"> ○ 6.86% employee contribution matched by the district ○ 7.65% FICA/Medicare contribution ○ Automatic Enrollment <p><u>Public School Retirement System (PSRS) 5-year vesting period</u></p> <ul style="list-style-type: none"> ○ 14.5% employee contribution matched by the district ○ 1.45% Medicare contribution ○ Faculty and Administrators in certified positions <p><u>Staff with teaching certificates in non-certified positions</u></p> <ul style="list-style-type: none"> ○ 9.67% employee contribution matched by the district ○ 7.65% FICA/Medicare contribution ○ Automatic Enrollment
403B/457B Plan	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.
Wellness	<ul style="list-style-type: none"> ○ 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 & Emotional. MCC provides training, engagement opportunities, support and collaboration so that employees build and maintain a higher fulfillment of self. ○ Wellness discounts through Emlife. Access and free/discounted membership for employees to MCC campus fitness centers and online fitness programs provided by Fitpros Live

	<ul style="list-style-type: none"> ○ Weekly stress management session
Paid Time Off	<p>Accrual begins on the first day of employment.</p> <ul style="list-style-type: none"> ○ Vacation earned/accrued per months of service according to the employee category and length of service. ○ Sick leave accrued at the rate of eight (8) hours per month of service. ○ Personal leave of up to three days (24 hours) per fiscal year charged to sick leave. ○ Dependent leave of up to 10 days (80 hours) per fiscal year charged to sick leave.
Additional Benefits	<ul style="list-style-type: none"> ○ Voluntary plans available through AFLAC. ○ Bookstore discounts at each campus location, and use of library facilities.

The benefits listed are those available at the time of printing and are subject to change based upon the needs of the district. (Rev. December 2023)