

BENEFIT HIGHLIGHTS ADJUNCT FACULTY 2023

RETIREMENT BENEFIT

- ▶ As a public employer, CMC is not subject to Social Security. In lieu of Social Security, 8% is deducted from the Employee's monthly salary and directed toward retirement.
- ▶ An employee may choose from TIAA or Corebridge Financial for their retirement plan.
- ▶ With a minimum of one-year previous PERA service, an employee would be able to elect PERA. PERA employees are subject to the deduction guidelines set by PERA.
- ▶ Colorado Mountain College contributes up to 12% toward an employee's retirement.
- ▶ An optional 403 (b) plan is also available. Employees can receive up to a 2% match in qualifying cases.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ▶ Three free visits with a counselor, these can be in person or over the phone. This benefit may be shared with eligible dependents.
- ▶ Free online financial and legal resources

COLONIAL SUPPLEMENTAL INSURANCE

- ▶ Access to group rates
- ▶ Employee-paid by direct debit from your bank account
- ▶ Five policies available
 - Accident insurance
 - Cancer insurance
 - Critical illness insurance
 - Hospital Confinement Indemnity Insurance
 - Whole and term life insurance

TUITION GRANT FOR QUALIFIED* ADJUNCT FACULTY

- ▶ Adjunct Faculty who qualify may take credit classes at CMC for up to 6 credit hours per semester. This benefit may be shared with eligible dependents.

UNIVERSITY OF DENVER COHORTS

- ▶ DU is a university with academic programs at the undergraduate and graduate levels that will provide graduate-level education programs for CMC faculty and staff who wish to earn an advanced degree. There are cohorts for the Professional Master of Business Administration and Doctorate of Education. This is available to all *qualified adjunct faculty who have taught a minimum of 18 credits.

HEALTHY LIFESTYLES BENEFIT FOR QUALIFIED* ADJUNCT FACULTY

- ▶ Adjunct Faculty have a benefit of \$250 per calendar year to use toward promoting their healthy lifestyle. Many use this benefit to cover expenses like ski passes, pool passes, massage, health insurance premiums, etc.

PET INSURANCE

- ▶ Provided by Nationwide, employees are eligible for preferred pricing on pet insurance.

LEGALSHIELD

- ▶ Legal and Identity Theft Protection

MEDICARE EDUCATION

- ▶ Employees and their dependents approaching age 65 can work with Medicare consultants to discuss Medicare options.

EMPLOYEE ASSISTANCE FUND FOR QUALIFIED* ADJUNCT FACULTY

- ▶ The college has an Employee Assistance Fund to assist employees in the event of an unexpected hardship. Emergency relief of up to \$2500 is available to employees in need. The Employee Assistance Fund is funded by employees for employees. A third-party vendor administers the plan to protect employee privacy.

**Qualified adjunct employees are currently employed, have been continuously employed with Colorado Mountain College for at least 6 months and have taught at least 9 credits in 2 of the previous 3 semesters.*