



## Retirement

### KPERS (Kansas Public Employees Retirement System)

- Tier 1 - 4% of your gross wages (*employee pays*)
- Tier 2 - 6% of your gross wages (*employee pays*)

### TAX SHELTERED ANNUITY

- Matched by SCCC/ATS up to an amount set by the Board of Trustees
- Additional contributions allowed

### EARLY RETIREMENT PLAN

## Miscellaneous

### ANNUAL LEAVE

- For 12 month employees

### PERSONAL LEAVE

- For 9, 10 or 11 month employees

### SABBATICAL LEAVE

- For employees on primary contract

### RECOGNIZED HOLIDAYS

### TUITION BENEFIT

- Paid for employee and their dependants

### WELLNESS CENTER

- Paid in full for employee

### FACULTY & STAFF DEVELOPMENT

### SPORTING EVENTS

- Free admittance for employee and immediate family

### SWIMMING POOL

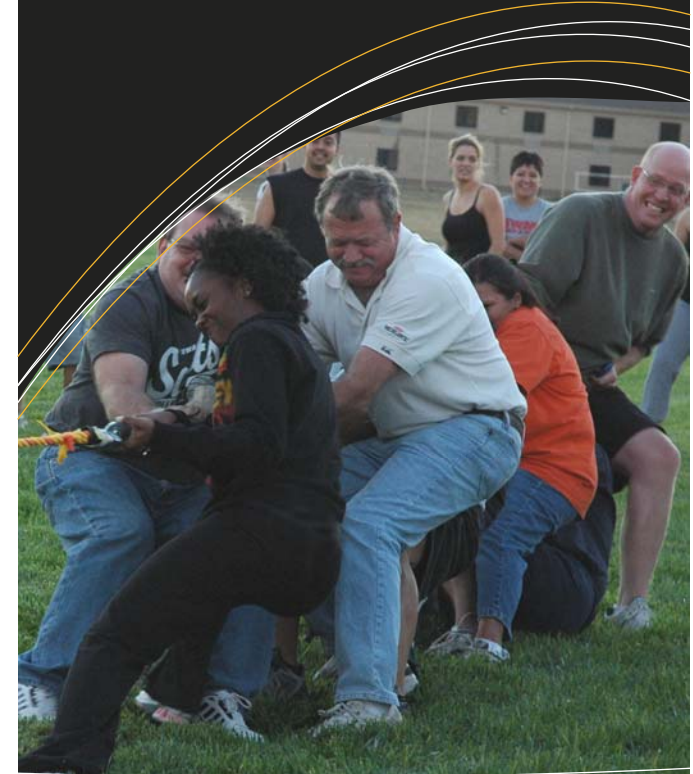
- Free admittance for employee and immediate family during designated hours

### VOLUNTARY DEDUCTION FROM PAY

- You may deposit wages into multiple accounts
- Payroll deduct for SCCC/ATS Development Foundation &/or Seward County United Way



Seward County Community College ♦ Area Technical School



# EMPLOYEE BENEFITS



Seward County Community College ♦ Area Technical School

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## Health & Life Insurance

### HEALTH INSURANCE

- Blue Cross/Blue Shield of Kansas
- Single-\$688.31(SCCC/ATS pays)
- Family-\$878.43(employee's share)
- Deductible-\$200/\$400
- Co-insurance 80%/20% for an additional \$500/\$1,000
- Total out-of-pocket expense = \$700/\$1,400
- 100% coverage after deductible & co-insurance

### DENTAL INSURANCE

- Blue Cross/Blue Shield of Kansas
- Single-\$37.97(SCCC/ATS pays)
- Family-\$51.31(employee's share)
- Primary-100% (preventive services such as exams, cleanings & fillings)
- Supplemental Primary-50% (such as crowns, dentures & bridges)
- Prosthodontics-50% (such as space maintainers & oral surgery)
- Peridontics-100% (such as treatment of gums & surgery of bone structure supporting the teeth)

### PRESCRIPTION DRUG INSURANCE

- Blue Cross/Blue Shield of Kansas
- Generic Drugs-\$10/per prescription
- Name Brand Drugs-\$15/per prescription

### FLEXIBLE SPENDING ACCOUNT

- May elect up to \$2,000 during a plan year for reimbursable expenses

### DEPENDENT CARE SPENDING ACCOUNT

- May elect up to \$5,000 if single head of household/married filing jointly  
OR
- May elect up to \$2,500 if married filing separately

### TERM LIFE INSURANCE

- Equal to 250% of your annual salary
  - KPERS-150% of your annual salary (benefit of being a KPERS member)
  - Principal Financial-100% of your annual salary with a maximum of \$150,000 (SCCC/ATS pays)

### ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

- SCCC/ATS pays

## Security & Disability

### SHORT-TERM DISABILITY INSURANCE

- Principal Financial (SCCC/ATS pays)
- Starts on 1<sup>st</sup> day of an injury  
OR
- Starts on 11<sup>th</sup> day of an illness
- Pays 70% of your weekly wage for up to 180 days

### LONG-TERM DISABILITY INSURANCE

- KPERS (benefit of being a KPERS member)
- Starts after 180 days of continuous disability
- Pays 60% of your weekly wage

### SICK LEAVE

- 80 hrs per fiscal year
- 320 hrs of maximum accumulation

### FAMILY MEDICAL LEAVE ACT

### AMERICANS WITH DISABILITIES

Go Green. Save Green.

