

**Wallace Community College Selma
Summary of Benefits**

BENEFIT	INSTRUCTOR	NON-INSTRUCTOR
Sick Leave	1 Day per month	1 Day per month
Annual Leave	N/A (off between terms)	1-4 yrs. 1 Day per month 5-9 1.25 Days per month 10-14 1.50 Days per month 15-19 1.75 Days per month 20-up 2.00 Days per month
Personal Leave	5 Days per year (Converts to sick leave if not used by August 31 st)	2 Days per year (Converts to sick leave if not used by August 31 st)
Emergency Leave—Available only after sick and annual leave have been exhausted.	N/A	3 Days per year
Holidays	14 (5 locally assigned)	14 (5 locally assigned)
Number of Work Days Contracted	229	260
Retirement—Tier 1—Member of TRS prior to January 1, 2013 Retirement—Tier 2—Member of TRS after January 1, 2013	Pays 7.50% monthly. State matches 11.71% Effective 10/1/2013 Pays 6.00% monthly. State matches 11.08%	Pays 7.50% monthly. State matches 11.71% Law Enforcement pays 8.50% Pays 6.00% monthly. State matches 11.08% Law Enforcement pays 7.00%
Health Insurance	Pays \$177.00 monthly for family coverage. Pays \$15.00 monthly for single coverage.	Pays \$177.00 monthly for family coverage. Pays \$15.00 monthly for single coverage.
Tuition Assistance at 2-Year College (Employees and Dependents)	Yes-1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year	Yes-1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year

Tier 1 Employees Note: Employee is vested after 10 years in Retirement System. Employee may retire after 25 years of service or upon reaching age 60 with at least 10 years of service. After the employee is eligible for retirement, he/she may apply unused sick leave toward retirement. If employee leaves the system before becoming vested, he/she may withdraw all deposits. If employee dies while covered by Retirement Systems, and before retirement his/her beneficiary may receive \$15,000 life insurance, one year's salary, and all payments made to the Retirement System based upon TRS guidelines.

Tier 2 Employees Note: Employee is vested after 10 years in Retirement System. Employee may NOT retire after 25 years of service. Employee may retire after 10 years of service at the age of 62. After the employee is eligible for retirement, he/she may NOT apply unused sick leave toward retirement. If employee leaves the system before becoming vested, he/she may withdraw all deposits. If employee dies while covered by Retirement Systems, and before retirement his/her beneficiary may receive \$15,000 life insurance, one year's salary, and all payments made to the Retirement System based upon TRS guidelines.