



**Kishwaukee College Board of Trustees Policy Manual – 2.04.02 (Faculty (KCEA) Benefits - Page 2 of 2)**

<b>HOLIDAYS*</b>		
<b>Benefit</b>	<b>Eligibility</b>	<b>Benefits Received</b>
<b>HOLIDAYS</b>	Upon Employment (Non-12 Month Bargaining Unit)	Non-12 Month Bargaining Unit Faculty do not receive holiday benefits.
<b>HOLIDAYS</b>	Upon Employment (12 Month Bargaining Unit Employees)	13 holidays; Independence Day, Labor Day, Day Before Thanksgiving, Thanksgiving Day, Day After Thanksgiving, Christmas Eve Day, Christmas, New Year’s Eve, New Year’s Day, Martin Luther King Day, Spring Friday, Memorial Day, Juneteenth (subject to the KCEA Bargaining Agreement).

<b>FLOATING HOLIDAYS*</b>		
<b>Benefit</b>	<b>Eligibility</b>	<b>Benefits Received</b>
<b>FLOATING HOLIDAYS</b>	Upon Employment (12 Month Bargaining Unit Employees)	Three (3) ‘floating holidays’ to be applied to the holiday period in late December, (between the observation of the Christmas holiday and New Year’s holiday). If the College elects to ‘close’ campus during this period, these days would automatically be applied to this period and any eligible, benefited, employee would receive compensated time off during this closure. If the College elects not to close during this period; those days would be available for use by any eligible, benefited, employee for use during the period following the New Year’s Day holiday and June 30. (subject to the KCEA Bargaining Agreement).

<b>RETIREMENT*</b>		
<b>Benefit</b>	<b>Eligibility</b>	<b>Benefits Received</b>
State Universities Retirement System (SURS)	Upon Employment	Mandatory deduction of 8% (pre-tax) contributed to the plan of your choice

<b>LONGEVITY PAYMENTS*</b>		
<b>Benefit</b>	<b>Eligibility</b>	<b>Benefits Received</b>
<b>Longevity</b>	Upon Employment	Faculty members will be eligible for a one-time, non-cumulative longevity payment of \$500 upon completion of twenty (20) total years of full-time service in the bargaining unit and after completion of each additional five (5) years of College service after the 20th year of service. The faculty member will receive the \$500 longevity payment on the final June payday of the fiscal year in which the faculty member is eligible for longevity pay. The longevity payment will not be added to the faculty member’s base annual salary for subsequent contract years

\*See current KCEA bargaining agreement for terms and conditions