



<p>CHAPTER 2</p> <p>College Personnel – Confidential Staff</p>	<p>SECTION NO.</p> <p>2.07</p>
<p>REFERENCE</p> <p>2.07.01 Confidential Staff Benefits</p>	<p><i>Adopted: October 12, 2010</i></p> <p><i>Reviewed: September 14, 2010; November 12, 2013; October 11, 2016; February 14, 2017; June 6, 2017; February 18, 2020; December 14, 2021; June 13, 2022; February 13, 2024</i></p> <p><i>Revised: November 12, 2013; October 11, 2016; June 6, 2017; February 18, 2020; December 14, 2021, June 13, 2023; February 13, 2024</i></p>

LEAVES (at 100% fte)*		
Benefit	Eligibility	Benefits Received
<p>SICK</p> <p>PERSONAL</p>	<p>Upon Employment</p>	<p>15 sick days per fiscal year (5 of which can be used as personal days); accumulated to a maximum of 220 days for employees with less than 15 years continuous service and hours 305 days for employees with 15 or more years of continuous service.</p>



KISHWAUKEE COLLEGE



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

LONGEVITY PAYMENTS		
Benefit	Eligibility	Benefits Received
Longevity	Upon Employment	Confidential Staff will be eligible for a one-time, non- cumulative longevity payment of \$500 upon completion of twenty (20) total years of full-time service with the College and after completion of each additional five (5) years of College service after the 20th year of service. The employee will receive the \$500 longevity payment in their final June paycheck of the contract year in which the employee is eligible for longevity pay. The longevity payment will be added to the employee's base annual salary for subsequent contract years but will not be cumulative (i.e., an employee who completes 30 years of full-time service will receive \$500 rather than \$1,500). In no manner is this policy meant to construe retroactive payments for employees that may have already achieved these benchmarks.