

## Summary of Benefits for Dakota College at Bottineau Benefited Faculty

| Benefit                        | Who Pays   | When Eligible  | Summary of Benefit  |
|--------------------------------|--|--|---|
| Holidays                       | Dakota College at Bottineau                          | Upon Employment  | 10 paid holidays each year, if during contract term. (New Years, Martin Luther King Day, President's Day (Feb), Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day (Nov.), Thanksgiving and Christmas). |
| Funeral Leave                  | Dakota College at Bottineau                          | Upon Employment  | In case of death in immediate family of employee or spouse. Up to three days paid time off to make arrangements and attend funeral.   |
| Jury Duty Leave                | Dakota College at Bottineau                          | Upon Employment  | Paid time for jury service.   |
| Military Duty Leave            | Dakota College at Bottineau                          | Upon Employment  | Paid time for first 20 days of annual military duty.  |
| Insurance<br>a. Health         | DCB pays the full monthly premium                    | Coverage is effective the 1 <sup>st</sup> day of the month following month of employment | Enrollment must take place within 31 days of hire date to receive waiver of existing medical condition. Provides group hospital, surgical and medical protection.   |
| b. Life                        | DCB pays for basic policy, you pay for additional    | Coverage is effective the 1 <sup>st</sup> day of the month following month of employment | DCB provides \$7000 in term insurance. You may purchase additional term life insurance for yourself, spouse and dependents. Contact payroll office for details.   |
| c. Long Term Disability        | Dakota College at Bottineau                          | Upon Employment  | Based on medical documentation, employees may be approved for long-term disability up to 60-70% of final average salary if unable to perform job duties because of long term illness or accident.                         |
| d. Employee Assistance Program | Dakota College at Bottineau                          | Coverage is effective the 1 <sup>st</sup> day of the month following month of employment | A confidential assessment/counseling referral service for you and your immediate family. The Village Business Institute Consulting - telephone – 1-800-627-8220<br>www.TheVBI.com   |
| e. Dental Insurance            | You through payroll deduction, premium may be pretax | Coverage is effective the 1 <sup>st</sup> day of the month following month of employment | Optional coverage for you and your family if desired. Contact Payroll Office for details.   |
| f. Vision Insurance            | You through payroll deduction, premium may be pretax | Coverage is effective the 1 <sup>st</sup> day of the month following month of employment | Optional coverage for you and your family if desired. Contact Payroll Office for details.   |
| g. Long Term Care              | You through payroll deduction                        | Upon employment  | Optional coverage to help pay for the cost of long-term care in nursing home, home health care or other facilities. Contact Payroll Office for details.   |
| h. Workers Comp.               | Dakota College at Bottineau                          | Upon employment  | Compensation for job related injury or death; provides medical expense coverage for job related injury or illness.  |

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|-----------------------------------|---|---|--|
| Flex Comp                         | You through payroll deduction                 | Coverage is effective the 1 <sup>st</sup> day of the month following the date of enrollment | An optional benefit that allows employees the opportunity to pay for medical and dependent care expenses with tax-free dollars instead of after-tax dollars.   |
| Retirement Plan                   | TIAA-CREF-You and Dakota College at Bottineau | Upon Employment   | TIAA-CREF-Retirement benefits based on accumulations and age at retirement. Retirement contributions are based on years of service and academic appointment.   |
| Social Security                   | You and Dakota College at Bottineau           | Upon Employment   | Retirement benefits at normal retirement per Social Security Administration.   |
| Supplemental Retirement Annuities | You through payroll deduction                 | Upon Employment   | Annuity amount is determined by dollars contributed and age at retirement.   |
| Athletic Events                   | Dakota College at Bottineau                   | Upon employment   | Season tickets for you and your family to home athletic events.  |
| Educational Opportunities         | You and Dakota College at Bottineau           | Upon employment   | Based on approval, the opportunity to take three courses per calendar year with tuition waivers.   |
| AFLAC                             | You through payroll deduction                 | Coverage is effective the 1 <sup>st</sup> day of the month following the date of enrollment | An optional benefit that allows employees the opportunity for AFLAC's coverage in case of illness or injury.   |
| Fitness Pass                      | Dakota College at Bottineau                   | Upon Employment   | Fitness Pass to access the gym, cardio room, sauna, weight room and racquetball court when available.  |
| Fitness Pass for Spouse/Dependent | You and Dakota College at Bottineau           | Upon Employment   | Optional Fitness Pass may be purchased at a reduced price for spouse or dependent (over 18) of a DCB employee to access the gym, cardio room, sauna, weight room and racquetball court when available.   |
| Council of State Employees (COSE) | Varied by Discount                            | Upon Employment   | The COSE' mission is to enhance the morale and public image of state employees through the recognition of their personal, civic and work contributions. Access lists of discounts available on the web site <a href="http://www.state.nd.us/cose">www.state.nd.us/cose</a> |

Further details may be found on the website: [www.dakotacollege.edu/faculty-and-staff](http://www.dakotacollege.edu/faculty-and-staff)