

## **Part-time Faculty/Part-time Exempt Staff Benefits**

Revised 4/25/24

Background checks are required for positions at the College. If you are chosen for this position, you will receive an email from the Applicant Tracking System with instructions on completing necessary information. The hiring of the position cannot continue until this information is received.

### **Medical Benefits**

#### Level II Preventive Health Benefits Plan

- This is a preventive plan, as outlined by the Affordable Care Act. Benefits for this plan are limited to preventive procedures.
  - Premiums must be prepaid directly to the College's insurance carrier. Rate is determined by what plan you choose.
  - Premiums are taxable and cannot be run through the College's Flexible Benefit Plan.
  - The PPO (preferred provider organization) is First Health Network and benefits will not be paid to out of network providers.
- Coverage becomes effective on the 1st day of the month following a 30 day waiting period. Exception: If a holiday or weekend prevents the employee from starting on the 1st calendar day of the month, coverage becomes effective on the 1st day of the following month provided the 30 day waiting period has been fulfilled.

### **Flexible Benefit Plan**

- 910 hours or more per year required for this benefit
- The Flexible Benefit Plan is a fringe benefit package that allows college employees working 910 hours or more per year in a KPERS covered position as determined by the Office of Human Resources to pay for a select group of expenses with pre-tax dollars. The fringe benefits include:
  - FSA elections for dependent care, and medical expense reimbursements.

### **KPERS**

- The College provides for retirement through the Kansas Public Employees Retirement System (KPERS).
  - It is mandatory that all employees working 630 hours or more per year in a KPERS covered position as determined by the Office of Human Resources participate.
  - Employees contribute 6% of their salary, which is deducted from their paycheck each month.
  - Provides benefits for retirement, insured death, and insured disability.

## **Personal Leave**

- Part-time Faculty and Part-time Exempt Staff accrue 8 hours of personal leave each July.
- Unused personal leave does not carry over from one fiscal year (July through June) to the next.

## **Other Benefits**

**Section 403(b) Retirement Plan** – Employees working 1,000 hours or more per year in a KPERs covered position as determined by the Office of Human Resources are eligible for this benefit

**Course Work Grant** - By providing financial assistance through a course work grant, the College provides encouragement for employees to pursue additional course work. Employees must meet eligibility and selection criteria to qualify for this grant.

**Employee Scholarship Policy** - Tuition scholarships are offered to employees for credit courses enrolled through the College.

- Non-online courses - the scholarship covers the tuition portion.
- Barton online classes (including BARTON/line) - the scholarship covers the equivalent of the current charge for resident tuition for non-online classes.
- The employee is responsible for the additional tuition charge for online classes and for all student fees, special fees and book charges required by non-online classes.

**UMB – VISA** - Corporate memberships are available.

**Harms Wellness Center and Swimming Pool** (Barton Campus) - Minimal fee for Wellness Center

**Club 1 Fitness** (Barton Campus) - Reduced rates are available.

**Cougar Basketball** - Four general admission, season passes and reduced rate for reserved seating.

**Child Development Center** - Location on Barton Campus

**Verizon & NexTech** - 18% & 15% off

*Notice: This is prepared for informational purposes only. Benefits may be amended from time to time with or without notice. In depth questions should be addressed to Human Resources, 1-800-748-7594 or 620-792-2701, extension 237.*