



ADJUNCT FACULTY

SUMMARY OF BENEFITS

Contact the Benefits Department with Questions:

Phone: 630-942-3030

Email: benefits@cod.edu

BENEFIT	Who Pays	Eligibility	Benefits Received
SURS	<p>The employee contributes 8% of gross compensation to SURS.</p> <p>In addition, new hires after 7/1/2023 will be auto enrolled into a 3% deferred compensation plan. Annual auto escalation will also commence on 7/1 (up to 10% contribution). New employees have 90 days to contact SURS to opt-out of that enrollment.</p>	<p>Upon Employment, adjunct faculty eligibility to participate in SURS is determined by HR</p>	<p>Employee is eligible to receive a retirement benefit after satisfying certain SURS age and length of service requirements. SURS will send all employee information</p>
Medicare	<p>The Employee</p>	<p>Upon Employment</p>	<p>Employees hired after 4/1986 have 1.45% of gross compensation withheld for Medicare</p>
403b and 457 Plans	<p>The Employee</p>	<p>Upon Employment</p>	<p>Contributions are voluntary and made through payroll deductions. Visit the Plan Administrator website Corebridge Financial for additional information. New enrollments call (888) 569-7055. Current participants call (800) 448-2542.</p>
Sick/Personal Leave	<p>The College</p>	<p>Upon Employment</p>	<p>CODAA adjunct teaching faculty are eligible to receive 3 contact hours at full pay per class taught per academic term for sick/personal leave. In addition, adjunct teaching faculty are eligible to receive 2 contact hours at full pay for sick/personal leave for each course taught in the summer. Part-time counseling and advising non-teaching faculty will receive sick/personal time based on a formula of .040 times their number of scheduled work hours each term.</p>
Long Term Disability State University Retirement System (SURS)	<p>Included as part of the 8% contribution to SURS</p>	<p>The employee is eligible to receive this benefit after satisfying SURS requirements.</p>	<p>SURS provides long term disability. See SURS for details.</p>
Paid Leave for All Workers Act (PLAWA)	<p>After the first 90 days of employment</p>	<p>Non-CODAA adjuncts eligible for up to 20 hours of paid leave per fiscal year. The days are part of time off specifically prescribed by the Illinois Paid Leave for all Workers Act. PLAWA hours can be used in increments of at least one (1) hour per day. PLAWA hours are prorated for new hires. Unused hours will not carryover from one year to the next and will not be paid out in the event of a separation from COD.</p>	
Tuition Waiver	<p>Upon Employment</p>		<p>You must have an assignment that will pay at least \$500 in the term in which you want to enroll in the class, or in the term immediately following. You may enroll in two classes for credit per term. Employees pay 1/3 of in-district rates plus all fees. The Registration Calendar can be found online at Registration. The Tuition Waiver for Adjunct Faculty Form (available on the insideCOD Forms library) must be completed and approved by HR before registering.</p>

Benefits are subject to change.

BENEFIT	Eligibility	Benefits Received
Jury Duty	Upon Employment	Eligible for up to 2 absences at full pay per academic term for jury duty if that jury duty causes the employee to miss assigned work. Employees must notify the Administration at least 1 week prior to the expected jury duty leave. Jury pay is turned into the Cashier's Office.
Free Check Cashing	Upon Employment	Employees may cash personal checks up to \$50 at no charge at the Cashier's Office. Must have employee ID.
Direct Deposit	Upon Employment	Employee paychecks are directly deposited into the employee's designated account. Complete the direct deposit form and attach a voided check. Contact the Payroll Department for more information.
Library	Upon Employment	Use of the College Library requires an employee ID
Bookstore	Upon Employment	Employees receive a 10% discount at the campus bookstore.
Athletic Facilities	Upon Employment	Employees receive discounted membership rates to the Chaparral Fitness Center in the Physical Education Building. Up to \$100 of a faculty member's Professional Development funds may be used for reimbursement of annual fees for that membership (currently \$240). Contact the Fitness Center for more information.
Employee Discount Program	Upon Employment	A detailed list of discounts available to employees is on insideCOD
Employee Assistance Program	Upon Employment	ComPsych provides services and referrals for employees and their covered dependents for problems related to the individual, work, family, etc. Visit Guidance Resources and enter company code COD or call (866) 878-7422.