

SUMMARY OF BENEFITS

Summary of Benefits	Instructor	Non-Instructor
Sick Leave-Earned Monthly	1 Day (7 hours)	1-Day (8 hours)
Annual Leave-Earned Monthly	N/A (off between terms)	0-4 years 8 hours per month 5-9 years 10 hours per month 10-14 years 12 hours per month 15-19 years 14 hours per month 20 years & up 16 hours per month Annual leave exceeding 480 hours will be forfeited after August 31 of each leave year
Personal Leave –Earned Annually	5 days or 35 hours (Converts to sick leave if not used)	2 days or 16 hours (converts to sick leave if not used)
Emergency Leave-Earned Annually	N/A	3 days or 24 hours (all other leave must be exhausted)
Holidays--Annually	14 (5 locally assigned)	14 Days (5 locally assigned)
Number of Work Days Contracted	175 + Summer Term (If Applicable)	260
Retirement https://www.rsa-al.gov/	Employee Rate: 7.50% (Tier 1) Employer Rate: 12.59% (Tier 1) Employee Rate: 6.20% (Tier 2) Employer Rate: 11.57% (Tier 2)	Employee Rate: 7.50% (Tier 1) Employer Rate: 12.59% (Tier 1) Employee Rate: 6.20% (Tier 2) Employer Rate: 11.57% (Tier 2) Firefighters, Correctional & Law Enforcement Officers: Employee Rate: 8.50% (Tier 1) Employer Rate: 12.59% (Tier 1) Employee Rate: 7.2% (Tier 2) Employer Rate: 11.57% (Tier 2)
Health Insurance https://www.rsa-al.gov/peehip/	\$207 month/family w/o spouse coverage \$307 month/with spouse coverage* \$30 month/ single coverage *Includes \$100 per month spousal surcharge- charge will not apply to spouses who are independently eligible for PEEHIP Additional \$50 for smokers Employees may elect four options rather than health insurance options to include hospital indemnity, cancer, dental, and vision. Options with Medical are \$38.00 each with the exception of dental which is \$50 for family	\$207 month/family w/o spouse coverage \$307 month/with spouse coverage* \$30 month/ single coverage *Includes \$100 per month spousal surcharge-charge will not apply to spouses who are independently eligible for PEEHIP Additional \$50 for smokers Employees may elect four options rather than health insurance options to include hospital indemnity, cancer, dental, and vision. Options with Medical are \$38.00 each with the exception of dental which is \$50 for family
Tuition Assistance at 2-Year Colleges in Alabama (Employees and Dependents) ACCS Tuition Assistance	Yes- 1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year	Yes- 1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year
Sick Bank	Deposit 5 days or 35 hours to join	Deposit 5 days or 40 hours to join
Direct Deposit	Eligible for Direct Deposit	Eligible for Direct Deposit

***Note: If an employee has any service prior to January 1, 2013, the employee will be classified as a Tier 1 participant. Employees hired on or after January 1, 2013 are classified as Tier 2 participants.**

Tier 1: Employee may retire after 25 years of service or upon attaining age 60 with at least 10 years of service.

Tier 2: Employee may retire after 10 years of service and and the attainment of age 62.

After the employee is eligible for retirement, he/she may apply unused sick leave toward retirement. If an employee leaves the system before becoming vested, he/she may withdraw all deposits. If an employee dies while covered by the Retirement System and before retirement, his/her beneficiary receives \$15,000 life insurance, one year's salary, and all payments made to the Retirement System.

*New Employer Contribution rates Effective October 1, 2023.