

Welcome to Mercer County Community College!



Retirement Insurance Benefit

- ▶ Adjunct Professors are eligible for Retirement Benefits
- ▶ Adjunct Professors not in a pension plan must enroll in ABP
 - ▶ Current PERS members can remain in this plan or change to ABP
 - ▶ Note - Leaving PERs has complications, if you choose to transfer PERS account to ABP, your PERS account is transferred and closed
- ▶ ABP (Alternate Benefit Program)
 - ▶ More information: <https://www.state.nj.us/treasury/pensions/pension-active-abp.shtml>
 - ▶ Eligible employees' pension contribution is set by law at 5% of base salary on a pre-tax basis.
 - ▶ Employer contributions are currently fixed at an additional 8% of base salary.
 - ▶ There are 7 Pension Carriers with ABP to choose from. Empower is current carrier.
 - ▶ Vesting occurs after teaching each two consecutive semesters and 12 months of service
 - ▶ We will send you: ABP Carrier Election and Allocation Form via HelloSign

Plan Overview Fact Sheet (you will need to reach out directly to your selected carrier to open your account)
Designation of Beneficiary form via email to be sent to State directly ²

Contact Hrbenefits@mccc.edu or extension 3273 for more information.

Medical & Life Insurance Benefit

- ▶ Employee Paid Medical Option
 - ▶ Adjunct faculty are eligible to enroll in employee paid health benefits

- ▶ Noncontributory Life Insurance: no cost to employees for this coverage. It is provided by the employer through the ABP retirement system.
 - ▶ 3.5x base salary
 - ▶ Long Term Disability for vested members (1 year of service)
 - ▶ Pays 60% of salary in the event of permanent disability

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Employee Assistance Program - New Directions

- ▶ 100% free to employees and anyone living in your household
- ▶ Completely confidential
- ▶ Short-term counseling and referrals for a variety of situations:
 - ▶ Family issues
 - ▶ Marital Issues
 - ▶ Substance Abuse
 - ▶ Grief/Bereavement
 - ▶ Stress and anxiety
- ▶ Call for services: 800-624-5544
- ▶ *To learn more, visit: <https://www.eap.ndbh.com>*
 - ▶ *Code: mccc*

Tuition Waiver for Adjunct Employees

- ▶ Must maintain course load of at least 6 credit hours per semester and be continuous employed, OR
- ▶ Have taught at least 3 credit hours per semester for at least 10 semesters (non-consecutive). Employee must be currently teaching.
- ▶ Credit courses only
- ▶ All employees, their spouses and/or dependent children (as defined by the IRS); 6 credit hours each academic semester, not to exceed 12 credit hours total for the family in a given academic year (starts with fall, spring, and summer)
- ▶ All adjunct faculty members and dependents qualified for this benefit can register for a course one week prior to the start of the semester/course. This is on a seat-availability basis.
- ▶ Refer to contract for more details: Article IX, Section C.

Released Time and Leaves for Adjunct Employees

- ▶ Article XB, for up to 1/15th of each semester's scheduled class hours, employee pay will not be reduced as a result of absence due to illness, bereavement, religious observance, or personal reasons (if your dean is notified 2 hours prior to the scheduled class)
- ▶ In conjunction with NJ State Law, Adjuncts earn paid sick leave of 1 hour for every 30 hours worked up to 40 hours per year.

Additional Benefits

- ▶ Book Store
- ▶ Library
- ▶ Fitness Center and Pool - free access
- ▶ Cafeteria
- ▶ Mercer County NJ Teachers' Credit Union
- ▶ Cell phone discount - Verizon
- ▶ Discounts on tickets (sports, theatre, etc.)
<http://www.corporateoffers.com>
- ▶ NJ Manufacturers Insurance: 1-877-568-0387 to obtain a quote

Who to Contact in Human Resources

- ▶ Barbara Basel, VP for Human Resources x3272
- ▶ Marvin Carter, Director of Diversity, Equity and Inclusion, x3407
- ▶ Jeby Mathew, HR Business Partner x3215
 - ▶ Changes to personal information & paid time off
- ▶ Audrey Mostrowski, Coordinator, HR Generalist / Benefits x 3273
 - ▶ Health and pension benefits
- ▶ Frederick Taylor, Coordinator, Talent Acquisition x3243
 - ▶ Recruitment and job postings
- ▶ Carol Sanderson, Administrative Specialist, x3270
 - ▶ Hiring paperwork and tuition waiver
- ▶ Cathi Roberts, Administrative Specialist, x3271
- ▶ Judy Reid, Pandemic Specialist
 - ▶ Leaves of absence, FMLA

Questions?

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