NORTHEAST BENEFITS PACKAGE

- Member of Public Employees’ Retirement System of Mississippi – College more than matches the employee contribution. (9.0% for employee; 15.75% for Northeast)
  - Vested after 8 years of service.
  - Eligible to retire at age 60 if vested and at any age with 30 or more years of creditable service.
- Optional member of State of Mississippi Deferred Compensation Plan & Trust (voluntary tax-deferred savings plan).
- Base health insurance coverage is provided for employee. (Select coverage is provided at a cost of $38.00 @ month to the employee.) Coverage for dependents may be secured at the cost of the employee.
- Flexible Benefits Plan or Cafeteria Plan – allows payment of certain insurance premiums, qualifying medical expenses, and/or qualifying child care expenses with pre-tax dollars.
- Life Insurance – two times salary rounded to the next highest $1,000 with a minimum of $30,000 and a maximum of $100,000. Employee pays $.12/$1,000/month. The State pays $.12/$1,000/month.
- Leave time – leave days are earned at the rate of one day per month. These days can be accumulated and unused days counted toward retirement credit.
- Vacation days (for 12-month employees) – vacation days are earned at the rate of one day per month to a maximum of 10 days per year.
- Holidays (for non-instructional personnel) –
  - July 4th – 1 day
  - Labor Day – 1 day
  - Thanksgiving Week – 5 days
  - Christmas/New Year’s – 8 to 10 days
  - MLK Holiday – 1 day
  - Spring Holidays – 5 days
  - Easter/Good Friday – 1 day
  - Memorial Day – 1 day
- Northeast regular full-time employees may enroll, at no cost, in classes taught by Northeast personnel. (If enrollment is during working hours, the class time must not interfere with the work schedule.)
- Dependent children and spouses of Northeast regular full-time employees are entitled to a tuition waiver for a maximum of eight semesters of full-time enrollment.
- All faculty and staff members and immediate family are admitted to athletic events and most college-sponsored functions by presenting their identification card.