

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 and/or VALIC (voluntary tax-deferred savings plans).
- 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 \$.09/\$1,000/month. The State pays \$.09/\$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 – 10-12 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.