

Leave Time for Employees

Leave plus 11 paid holidays

I. Leave and holiday benefits

A. Nine-month faculty/staff:

Annual leave as provided by the academic calendar.

B. Twelve-month faculty/staff:

Annual leave may accumulate to 240 hours and is earned as follows:

1. Classified Staff

00-03 years	8 hrs a month
04-05 years	10 hrs a month
06-12 years	12 hrs a month
13-20 years	14 hrs a month
21+ years	15 hrs a month

2. Non-Classified or Faculty

00-12 years	12 hrs a month
13-20 years	14 hrs a month
21+ years	15 hrs a month

II. Faculty and staff earn sick leave at one day (8 hrs) per month of service. Sick leave may accumulate to 960 hours.

III. Other leaves: jury duty, political activities, leave of absence without pay, military and educational.

IV. Family and Medical Leave Act. This benefit provides for up to 12 weeks unpaid/paid leave for the following reasons:

- A. Birth of a child to faculty/staff member.
- B. Child placement with faculty/staff member for adoption or foster care.
- C. Serious health condition of faculty/staff member, spouse, child, or parent.

Vision Statement

Southern Arkansas University Tech is recognized for excellence in academic technical education. The college is devoted to the students' personal, social, intellectual and professional development. Students achieve their educational objectives in an atmosphere of open communication and mutual respect.

Mission Statement

Southern Arkansas University Tech is a comprehensive, two-year, public college committed to providing quality educational programs to meet the need of its service area. Within its resources, the college accomplishes its mission through technical career programs, transfer curricula, continuing education, developmental education, and administrative, student, and community services.

Equal Employment Opportunity Affirmative Action Statement

The policy of Southern Arkansas University Tech, has been and continues to be that cultural diversity is essential to the educational process. The objective of SAU Tech is to recruit, hire, educate, train and promote into all job levels the most qualified applicants without regard to race, color, religion, sex, age, national origin, or disability. SAU Tech is an equal employment opportunity and affirmative action institution of higher education.

Inquiries or complaints concerning provisions of the Americans with Disabilities Act should be addressed to the Vice Chancellor for Student Services.



Employee Benefits

SOUTHERN ARKANSAS UNIVERSITY TECH
P.O. BOX 3499
CAMDEN, AR 71711
(870) 574-4507
WWW.SAUTECH.EDU

Medical Insurance

Health Advantage HMO/POS
80/20 co-insurance in network
60/40 co-insurance out of network
\$1500 deductible (X3 for Family)
\$4,000 true out-of-pocket expense (X3 for Family)

Employee Cost of Employee premium is based on Annual Salary

Annual Salary	Employee Cost*	SAU Tech Cost*
To \$35,000	\$5.00	\$456.56
\$35,001 to \$45,999	\$10.00	\$451.56
\$46,000 to \$65,999	\$15.00	\$446.56
\$66,000 and above	\$20.00	\$441.56

Employee Cost for dependents*

Plan Type	
Employee & Child(ren)**	\$221.73
Employee & Spouse	\$544.78
Family	\$812.27

3-Tier Value Formulary drug plan with the following co-pays:
Non-Preferred Brand \$55.00 – the doctor and/or your choice
Preferred Brand \$35.00 - Blue Cross choice
Generic \$15.00 - the pharmacist's choice

Southern Arkansas University Tech Statement of Non-Discrimination

Southern Arkansas University Tech does not discriminate on the basis of race, color, national origin, ethnic origin, sex, age, disability, or protected veteran's status in employment or the rights, privileges, programs and activities generally accorded or made available to students at the school, administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs. This statement of non-discrimination applies to educational programs, educational policies, admissions policies, educational activities, employment, access and admission, scholarship and loan programs, and athletic and other school-administered programs.

Long-Term Disability

Must be employed for one year to be eligible. Monthly benefits begin six months after the date the disability occurred. This benefit will pay up to 60% of the first \$5,000 of monthly salary to the employee and up to 12% of the above amount to the employee's retirement account. Coverage is paid by SAU Tech.

Air Evac Membership

Membership in Air Evac Ambulance Service is paid by SAU Tech for the employee and his household.

Life Insurance

The amount of coverage is 1.5 x annual salary for all employees. Accidental death and dismemberment coverage is also included. Coverage is paid by SAU Tech.

Dependent Life is \$4.60 per month and is paid by the employee.

Coverage Amounts:

Children from 6 months old up to 23 years old —\$ 10,000
Spouse— \$10,000

Social Security

All faculty/staff are included in social security system and SAU Tech matches the employee contribution.

Unemployment Insurance

Coverage is paid by SAU Tech.

Worker's Compensation Benefits

Coverage is paid by SAU Tech. The State of Arkansas requires faculty/staff to use the USABLE's PPO network.

Retirement Program

All full-time appointed faculty/staff are required to participate in a retirement program.

403B Retirement Plan-TIA CREF

Employees must contribute 6%-10% and SAU Tech will contribute 10%. Contributions are taxed deferred. SAU Tech's matching contribution cannot be withdrawn or transferred before age 55 with 10 years of service and termination of SAU Tech employment. Termination or resignation of employment before the employee's one year anniversary will result in SAU Tech contributions reverting back to the College.

**Participation in LOPFI, APERS and ATRS is possible based on active member status and approval from the respective plan.*

Flexible Spending Plan

Internal Revenue Section 125 plan for faculty/staff which reduces taxable income for medical, health insurance and child care expenses withheld in accordance with IRS guidelines. Payroll deductions included in the flexible spending plan are not subject to federal, state, or social security taxes.

SAU Tech Tuition Waiver

Full-time appointed employees, their spouses and dependent unmarried children through age 26 are eligible for full tuition waiver at the SAU Tech campus.

SAU Magnolia Tuition Waiver

Full tuition waiver for faculty/staff, spouse or unmarried dependent children of faculty/staff through age 26. Eligible at start of next term after date employed (effective July 1, 2007).

Payroll Distribution

SAU Tech payroll is distributed on a monthly basis on the last working day of the month.