



Total Compensation

| | Faculty Adjunct | Faculty 9-Month | Faculty 12-month | Admin - full-time exempt | Staff - full-time non-exempt | Staff - part-time non-exempt | Staff - part-time benefitted | Student workers |
|---|--|-----------------|------------------|--------------------------|------------------------------|------------------------------|------------------------------|-----------------|
| Paid vacation days (per year) | | | | | 20 | 10+ | 10+ | |
| Paid personal days (per year) | | 2 | 2 | 2 | 2 | 2 | 1 | |
| Paid sick days (per year) | * | 10 | 12 | 12 | 12 | 12 | * | * |
| Paid holidays (per year) | | 10 | 12 | 12 | 12 | 12 | 12 | 12 |
| Paid bereavement leave (per occurrence) | | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Health insurance contribution (medical, dental, vision) | •** | • | • | • | • | • | • | |
| Public Employee Retirement System contribution (6% of gross salary) | •*** | • | • | • | • | • | • | • |
| Deferred compensation 403(b) & 457(a) | Optional up to \$41,000 annually | | | | | | | |
| FMLA-eligible: Up to 90 days unpaid leave per year with continuing insurance coverage | After 12 months with a covered employer and 1250 hours of work | | | | | | | |
| OFLA-eligible: Up to 12 weeks unpaid time off | After 180 days averaging 25 hours per week | | | | | | | |
| PFML-eligible: Up to 12 weeks paid time off (starting September 2023) | After earning \$1000 in the year prior to taking leave | | | | | | | |
| Long-term disability insurance | | • | • | • | • | • | | |
| Catastrophic Leave Program eligible | | • | • | • | • | • | | |
| Life insurance (2x annual salary) | | • | • | • | • | • | | |
| Accident insurance (up to \$300,000) | | • | • | • | • | • | | |
| Emergency Medical Transportation (MASA) insurance (optional) | | o | o | o | o | o | | |
| Free KCC tuition for self and dependents | • | • | • | • | • | • | • | |
| Oregon Tech tuition discount (30%) | | • | • | • | • | • | • | |
| Employee Assistance Program | | • | • | • | • | • | • | |
| On-campus exercise center | • | • | • | • | • | • | • | • |
| Daily wellness breaks | • | • | • | • | • | • | • | • |
| AFLAC - Health Savings Account (HSA) | | • | • | • | • | • | | |
| Flexible Spending Account/IRC 125 (FSA) | | • | • | • | • | • | | |
| Health insurance consulting services through Great Basin Insurance | • | • | • | • | • | • | • | • |
| Monthly cell phone allowance (select positions) | | | | | • | • | • | |
| Eligible for yearlong paid sabbatical every 6 years (subject to Board approval) | | • | • | • | • | • | | |
| Annual wall calendar | | • | • | • | • | • | • | • |
| Moving expense assistance (new hires) | | • | • | • | • | • | | |
| Discounted services at Cosmetology salon | • | • | • | • | • | • | • | • |

*Adjunct faculty, part-time and student-workers paid sick leave: one hour of paid leave per 30 hours worked.

**Must meet SB551 eligibility requirements of working full-time equivalent hours over previous four terms

***Must work for six months or at least 600 hours.

For information only. Not a guarantee of benefits.