

Leave Time

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

| | |
|-------------|----------------|
| 1-3 years | 8 hrs a month |
| 3-5 years | 10 hrs a month |
| 5-12 years | 12 hrs a month |
| 12-20 years | 14 hrs a month |
| 20+ years | 15 hrs a month |

2. Non-Classified or Faculty

| | |
|-------------|----------------|
| 1-12 years | 12 hrs a month |
| 12-20 years | 14 hrs a month |
| 20+ 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 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.

V. Catastrophic Leave (Staff Only). This leave is designed to cover absence from work for catastrophic illness by the staff member, or injury when normal annual sick leave have been exhausted. Staff member must meet state and university requirements to be eligible for this benefit.

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 Chancellor.

SOUTHERN ARKANSAS UNIVERSITY TECH

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.

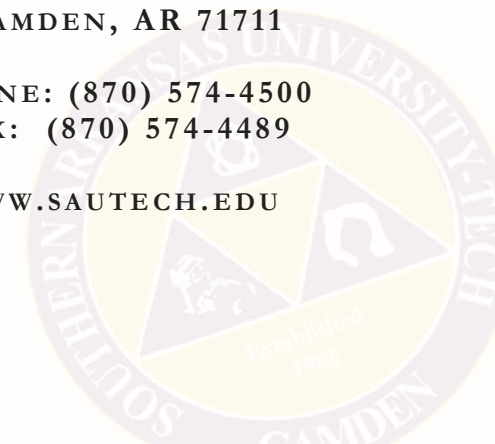


Employee Benefits

SAU TECH
P.O. Box 3499
CAMDEN, AR 71711

PHONE: (870) 574-4500
FAX: (870) 574-4489

WWW.SAUTECH.EDU



Medical Insurance

Arkansas Blue Cross Blue Shield
Health Advantage HMO/POS
80/20 co-insurance in network
60/40 co-insurance out of network

Employee cost paid by SAU Tech
Employee + Spouse \$377.64
Employee + Children \$153.70
Family Coverage \$563.07

3-Tier 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

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.

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: \$4.60 per month
Children from 6 months old up to 26 years old —\$ 5,000
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 Programs

All full-time appointed faculty/staff are required to participate in a retirement program. The actual program selected may vary based on date of initial employment, previous participation in a retirement program, and legislative eligibility requirements. Faculty, non-classified administrative, professional staff, and classified staff (grade 18 and above) may choose any of the three options given. Classified staff (grades 17 and below) may normally choose option one or three.

Option I

Optional 403B Retirement Plan
Funds sponsored are: TIAA-CREF, VALIC, Lincoln National Life, and Jackson National Life. Employee must contribute 6%-10%. SAU Tech will contribute 10%. Contributions are taxed deferred. Vesting occurs on a monthly basis. SAU Tech's matching contribution cannot be withdrawn or transferred before age 55 with 10 years of service and termination of SAU Tech employment.

Option II

Arkansas Teacher Retirement Program-Defined Benefit Program. (Vesting occurs with five years of service.)

- A. Contributory—requires a participant to contribute 6%. SAU Tech contributes 14%. *Participant's contribution are tax deferred.
- B. Non-contributory—No participant contribution required. SAU Tech contributes 14%.

Option III

Arkansas Public Employees Retirement System-Defined Benefit Program. Vesting occurs with five years of service. Contributory requires a participant to contribute 5% SAU Tech contributes 13.47%.*

**SAU Tech's contribution is set by the Arkansas General Assembly and applicable retirement system.*

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 23 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 23. 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.

