

Summary of Benefits - Adjunct Faculty

Retirement Plan

- NY State Teacher's Retirement System (TRS): Defined benefit plan.
- The state retirement benefits are based on best Final Average Salary and years of service.

Eligibility

- Membership for temporary or part-time employees is optional.
- Appointees w/an existing membership are required to continue it (or elect a new option).
- TRS vesting is after 10 years.

SUNY Voluntary Savings Plan 403 (b) AND NYS Deferred Compensation Plan 457(b)

- SUNY Voluntary 403(b) Saving Plan. Also, the College will match up to 2% of a full-time employee's annual salary for those electing to defer money to the plan. Pre-tax (Traditional Tax-Deferred Savings) and post-tax (Roth) options available. Click [here](#) for more information.
- The New York State Deferred Compensation Plan (NYSDCP) 457(b) Pre-tax (Traditional Tax-Deferred Savings) and post-tax (Roth) options available. Click [here](#) for more information.

Eligibility

- Employees may choose to participate in either or all plans subject to IRS limits on tax deferral. For contribution limits click [here](#).

Tuition Waiver

- Tuition waiver permitted for one course or a maximum of three (3) credit hours on any College site. In the case of a full time student, a credit equivalent to three (3) credit hours shall be deducted from his/her tuition.

Eligibility

- After completion of four (4) semesters teaching at the College, and immediately following a semester of teaching, or during a semester of teaching.
- Waiver applies to employees, their spouses and dependents. Dependents must meet special requirements.

Professional Development Fund

- Professional Development Fund in the amount of \$5000 for each year.
- This fund may also be used for tuition reimbursement of up to 75% for approved credit bearing courses in accordance with the procedures established by the Adjunct Faculty Development Committee and Provost.

Employee Assistance Program

- ESI Group: FREE, CONFIDENTIAL employee assistance benefits for you, your spouse, and dependents up to age 26.
- Counseling Benefit - Master and Ph.D. level counselors available 24/7.
- Other Benefits - Peak Performance Coaching, Training and Personal Development, Self-Help Resources, Work/Life Benefits, Personal Assistant, Wellness Benefits, and More...

Eligibility

- Upon Hire