



Faculty and Staff Benefits Overview

The University of Missouri Extension offers full-time faculty and staff employees who are in “benefit eligible” positions the following benefits as described in the benefit plan document.

Paid Holidays (8 days)

New Year’s Day - January 1
 Martin Luther King Day
 Memorial Day
 Independence Day - July 4
 Labor Day
 Thanksgiving Day
 Friday following Thanksgiving
 Christmas Day - December 25

Paid Personal Leave (32 hours)

Thirty-two hours are earned per year on the employee’s anniversary date. Any hours not used prior to the employee’s next anniversary date will be forfeited.

Paid Sick Time (12 days)

Twelve sick days per year are accumulated at a rate of one day per month.

Paid Vacation – Accrual rates shown apply only to full-time employees. Employees with less than 100 % FTE (99% to 75%) accrue vacation time on a pro rata basis. Vacation time is not earned unless the probationary period is satisfactorily completed.

<i>Non-Exempt Hourly Paid</i>	<i>Annual Accrual</i>	<i>Maximum Accrual</i>
5 years or less UM service	12 days	24 days
Over 5 years UM service	17 days	34 days
Over 15 years UM service	22 days	44 days

<i>Exempt Salary Paid</i>	<i>Annual Accrual</i>	<i>Maximum Accrual</i>
5 years or less UM service	17 work days	34 work days
Over 5 years UM service	22 work days	44 work days

Medical, Dental, Vision, Retirement and other Benefits – Pension plan, medical plans, a dental plan, a vision plan, group term life insurance, supplemental term and group universal life insurance, dependent life insurance, accidental death and dismemberment insurance, long-term disability plan, long-term care insurance, a tax deferred annuity program, and a flexible spending account program. Check out full details at <http://www.umssystem.edu/totalrewards>.

Educational Assistance Program – Eligible employees may receive 75% cost reduction in educational fees after successfully completing the probationary period.

Educational Fee Reduction for Spouses and Dependents – Spouses and dependents of eligible employees may receive 50% cost reduction in educational fees. To qualify, you must be employed as a benefit eligible employee with five years of continuous full-time service immediately prior to the first day of the semester in which the student is enrolled.

Dual Enrollment Program – Dual enrollment allows qualified high school students to enroll in university-level courses offered through Mizzou Online while paying only 50 percent of the normal University of Missouri educational fees. See <https://online.missouri.edu/pdf/DEapplication.pdf> for additional information.

Training and Development – To provide support for work-related success, the University System offers a broad range of training and development programs. These include courses and seminars, Adult Education and Self Instruction.

Some of the above benefits may not apply to tenure faculty.
 A hardcopy of the benefit plan document may be obtained at <http://www.umssystem.edu/totalrewards>.