



Reference: ndpers.nd.gov | hs.nd.gov/wpccr/parents | ndus.edu | [TIAA Information](#) Page 1 | January 2026



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Summary of Benefits – Faculty & Staff

www.dakotacollege.edu/faculty-and-staff

					faculty sick leave based on needs.
Benefit	Who Pays	When Eligible	F	S	Summary of Benefit
Retirement <ul style="list-style-type: none"> NDPERS TIAA 	Dakota College at Bottineau, NDPERS, and you Dakota College at Bottineau, TIAA, and you	Upon Employment		x x	HR Policy: 10 Retirement NDPERS Plan – Employees in the non-exempt job band receive retirement contributions at a percentage of salary. TIAA-Retirement Plan – Employees in the exempt job band of 0000-3000 receive retirement contributions at a percentage of salary based on years of service. Previous years of experience available.
Social Security	Dakota College at Bottineau, and you	Upon Employment	x	x	Retirement benefits at normal retirement per Social Security Administration.
Supplemental Retirement Annuity	You through payroll deduction	Upon Employment	x	x	Annuity amount is determined by the dollars contributed and age at retirement.
Travel Motor Pool and Per-diem	Dakota College at Bottineau	Upon Employment	x	x	SBHE Policy: 806.1 Payment or reimbursement of employee travel for business-related expenses is provided on a per diem basis. State fleet vehicles are available for business-related travel.
Working Parents Child Care Relief (WPCCR)	Dakota College at Bottineau and you	Upon employment	x	x	An optional cost-sharing pilot program through ND Health & Human Services for families with young children (birth – 60 months).

Perks	Who Pays	When Eligible	Summary of Benefit
Athletic Events	Dakota College at Bottineau	Upon employment	Season tickets for you and your family to home athletic events.
Business Cards, Name Tag, and Email Signature	Dakota College at Bottineau	Upon employment	Business cards, email signature, and name tags are provided to share professional contact information, serving as a marketing tool to promote your work.
Council of State Employees (COSE)	Varied by discount	Upon employment	The COSE mission is to enhance the morale and public image of state employees through the recognition of their personal, civic, and work contributions. Access lists of discounts available on the website www.state.nd.us/cose
Dining Services	Dakota College at Bottineau and you	Upon employment	On campus dining with reduced meal fees with a pre-paid card, or a pay-as-you-go card.
Employee ID	Dakota College at Bottineau	Upon employment	A photo ID is provided for proof of State employee identification.
Employee Self Service Portal	Dakota College at Bottineau	Upon employment	Digital platform for you to manage your own HR, payroll, and personal information without need to contact HR department.
Fitness Pass	Dakota College at Bottineau	Upon employment	Fitness Pass to access the gym, cardio room, sauna, weight room and racquetball court when available.
Fitness Pass for Spouse/Dependent	Dakota College at Bottineau and you	Upon employment	Fitness Pass may be purchased at a reduced price for a spouse or dependent (over 18) to access the gym, cardio room, sauna, weight room, and racquetball court when available.
Parking	Dakota College at Bottineau	Upon employment	Free on-campus parking is provided with a parking pass displayed in your vehicle window.
Professional Development	Dakota College at Bottineau and you	Upon employment	Receive up to \$2,000.00 per fiscal year for tuition, fees, books, and required materials for courses.
Professional Photo	Dakota College at Bottineau	Upon employment	A professional photo is taken to be used for professional branding, marketing, and branding within online platforms.
Vinje Scholarship	Dakota College at Bottineau Foundation	Upon employment	Available to help defray tuition and fees for dependents of DCB employees. The request is made to the Foundation office, determined annually by July 1.
Wellness	Dakota College at Bottineau	Upon employment	NDPERS Dakota Wellness Program provides up to a \$250 benefit annually to you and your spouse participating in the NDPERS group health insurance plan. The benefit is taxable as established by the IRS.

Further details may be found on the website: www.dakotacollege.edu/faculty-and-staff