

## Benefits Package Shelton State Community College

- PEEHIP Health Insurance (BC/BS or Viva Health HMO). Out-of-pocket cost is \$2 per month for single coverage and \$134 per month for family coverage
- Convenient payroll deduction for optional employee paid supplemental insurance (Hospital Indemnity, Vision, Dental, Cancer, Disability, Accidental Death and Dismemberment, Voluntary Group Life, etc.)
- Employer contribution to retirement of 12.51% of gross earnings (Employee contribution 5% of gross earnings)
- Overtime pay or compensatory time off for non-exempt employees at 1 ½ times the normal rate for hours worked over 40
- Convenient direct deposit of pay and emailed pay statements
- Fifteen (15) paid holidays per year
- Four and ½ day work week (40 hours) with limited choice of work schedule (limited choice of start time and lunch time)
- Twelve (12) sick leave days per year
- Annual leave for staff as follows:
  - 0-4 years            1.00 day per month (8 hours)
  - 5-9 years            1.25 days per month (10 hours)
  - 10-14 years        1.50 days per month (12 hours)
  - 15-19 years        1.75 days per month (14 hours)
  - 20-above            2.00 days per month (16 hours)
- Five (5) personal days leave per year for full-time Faculty (Faculty do not receive annual leave)
- Two (2) personal days per year for staff
- Employer pays insurance allocation (\$752 per month) while on unpaid Family Medical Leave. You pay out-of-pocket (\$2/mo. For single coverage or \$134/mo. For family coverage)
- Twelve (12) to twenty four (24) days of annual leave per year for staff, depending on years of service
- Paid military leave (168 hours per year)
- Paid administrative leave for jury duty or court summons
- Three (3) days of emergency leave per year (may use one day per incident if all other leave is exhausted)
- Prorated annual leave for H-schedule (20 hours but less than 40 hours per week) employees
- Tuition Assistance Program for full-time employees
  - 1/3 tuition waiver after one year of employment
  - 2/3 tuition waiver after two years
  - Full tuition waiver after three years
- Paid release time to attend the new employee Continuous Quality Improvement (CQI) Course (36 hour professional development course)
- Paid job-related Professional Development Training
- Paid registration, expenses, and travel to selected conferences, workshops, and seminars
- Paid memberships in selected job-related professional associations
- Free parking