



Fringe Benefits Summary

Health/Dental

All regular full-time employees are offered, at no cost to the employee, the option of a BC/BS "Blue Options" health plan, HRA, or a hospital indemnity plan. Dental coverage is also available. The effective date for employee/dependent insurance is the first day of the month following the date of hire.

Term Life/Supplemental Term Life Insurance

All regular full-time employees are enrolled in our Term Life Insurance Group Policy at no cost to the employee.

Supplemental Term Life/AD&D insurance coverage may be obtained at employee's cost.

Supplemental Benefits Program

New employees are eligible to participate in our supplemental benefits program with Custom Benefits and AFLAC which includes Medical Reimbursement, Dependent Care Reimbursement, Cancer/Intensive Care, Short Term Disability, Long Term Disability, Universal Life, the Flexible Benefit plan, plus other plans.

Florida Retirement System (FRS)

All regular full-time employees receive a monthly contribution in the Florida Retirement System (FRS) at no cost to the employee.

Administrators and Faculty Only - Optional Retirement Program

Administrators (Directors, Deans, Vice Presidents and President) and Faculty (includes Counselors and Librarians) have the choice of their monthly contribution going to either the FRS or an Optional Retirement Program at no cost to the employee.

Payroll

Employees are paid once a month on the last working day of the month. We also offer direct deposit.

Investment Annuity Plans

Employees may enroll in a 403B tax deferred plan through payroll deduction at their expense at any time.

Sick Leave

Full time employees shall earn one day of sick leave with pay for each calendar month (i.e. 12-month employees 12 days, 9-month faculty 9 days, 11-month non-teaching faculty 11 days).

Vacation Leave

All employees employed on a twelve-month basis are entitled to accrue one-day vacation leave for each calendar month. Part-time employees in twelve-month positions that work 20 or more hours per week shall earn one-half day for each calendar month.

The college is closed for one week at spring break (March) and for approximately two weeks at winter break (December-January).

Tuition Waiver

Regular employees who have successfully completed 90 days employment, as well as their spouses and dependents may be eligible for auxiliary fund scholarships covering matriculation fees (resident tuition only) for up to two credit courses per term.

Staff and Program Development

Employees who have successfully completed the 90-day college probationary period may apply for reimbursement from SPD funds for course tuition and workshop, seminar and conference fees.

Institutional Advancement/Foundation

Employees who have successfully completed the 90-day college probationary period may apply for a \$100 book scholarship. Employees are also eligible to apply for semester scholarships.

Employee Assistance Program

Horizons Health provides confidential assistance to all college employees. They have licensed and experienced counselors who can help with marital, financial, alcohol/drugs, legal, and other related issues.

Bookstore

Employees receive a 10% discount on purchases.

Blood Bank

Lake-Sumter Community College maintains a blood bank for students, employees and retirees, including family members.

Discount Card

Area attractions provide discount cards to college employees.

Parking

Designated faculty and staff parking are indicated in all parking areas.

We wish you success in your endeavor to obtain employment with Lake-Sumter Community College.