

## KEY BENEFITS FOR EMPLOYEES Valencia Community College

	12-MONTH EMPLOYEES	4-MONTH & 10-MONTH FACULTY	ADMINISTRATORS
<b>Deferred Compensation</b>	Can choose to participate in 457 plan through BENCOR	Can choose to participate in 457 plan through BENCOR	Can choose to participate in 457 plan through BENCOR
<b>Tax-sheltered annuities</b>	Choose from a variety of 403(b) and mutual fund companies to invest money on a voluntary pre-taxed basis	Choose from a variety of 403(b) and mutual fund companies to invest money on a voluntary pre-taxed basis	Choose from a variety of 403(b) and mutual fund companies to invest money on a voluntary pre-taxed basis
<b>Vacation Leave</b>	Twelve (12) days vacation leave per year to start; fifteen (15) days after five years of service; eighteen (18) days after ten years of service -- vacation leave may be carried forward each calendar year based on Policy #6Hx28:7-12.	Not applicable to faculty members	Sixteen (16) days vacation leave per year to start; nineteen (19) days after five years of service; twenty-two (22) days after ten years of service -- vacation leave may be carried forward each calendar year based on Policy #6Hx28:7-12
<b>Sick Leave</b>	One (1) day sick leave per month -- unlimited accrual	One (1) day sick leave per month -- unlimited accrual	One (1) day sick leave per month -- unlimited accrual
<b>Personal Leave Days</b>	Four days per fiscal year – deducted from sick leave accrual	Four days per fiscal year – deducted from sick leave accrual	Four days per fiscal year – deducted from sick leave accrual
<b>Sick Leave Pool</b>	Invited to join after twelve (12) months of employment and an accumulated sick leave accrual of ten days (80 hours); two open enrollment periods per year	Invited to join after twelve (12) months of employment and an accumulated sick leave accrual of ten days (70 hours); two open enrollment periods per year	Invited to join after twelve (12) months of employment and an accumulated sick leave accrual of ten days (80 hours); two open enrollment periods per year
<b>Medical and Dental Insurance</b>	Premiums for employee paid by the college; dependent coverage can be purchased extra by the employee	Premiums for employee paid by the college; dependent coverage can be purchased extra by the employee	Premiums for employee paid by the college; dependent coverage can be purchased extra by the employee
<b>\$10,000 Term Life Insurance</b>	Premiums for employee paid by the college	Premiums for employee paid by the college	Premiums for employee paid by the college
<b>Supplemental Life Insurance</b>	Available at group rates of \$ .28 per \$1,000.00 per month up to 1x, 2x, or 3x your salary (evidence of insurability must be shown to purchase coverage at 2x or 3x your salary)	Available at group rates of \$ .28 per \$1,000.00 per month up to 1x, 2x, or 3x your salary (evidence of insurability must be shown to purchase coverage at 2x or 3x your salary)	Available at group rates of \$ .28 per \$1,000.00 per month up to 1x, 2x, or 3x your salary (evidence of insurability must be shown to purchase coverage at 2x or 3x your salary)

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<b>Flexible Benefits Plan</b>	Premiums (Valencia premiums only) for dependent health insurance, supplemental group term life, dependent care and health care reimbursement, and supplemental cancer and intensive care insurance are deducted before taxes. Opportunity exists to "opt out" if so desired	Premiums (Valencia premiums only) for dependent health insurance, supplemental group term life, dependent care and health care reimbursement, and supplemental cancer and intensive care insurance are deducted before taxes. Opportunity exists to "opt out" if so desired	Premiums (Valencia premiums only) for dependent health insurance, supplemental group term life, dependent care and health care reimbursement, and supplemental cancer and intensive care insurance are deducted before taxes. Opportunity exists to "opt out" if so desired
<b>Educational Opportunities for Employees</b>	Tuition for up to six credit hours at Valencia after six continuous months of employment in an 8, 10, or 12 month position; reimbursement for tuition at other institutions and for professional conference registration fees after six continuous months of employment in an 8, 10, or 12 month position, up to \$1,000 per fiscal year, contingent on availability of state funding (includes classes taken at Valencia).	Tuition for up to six credit hours at Valencia after six continuous months of employment in an 8, 10, or 12 month position; reimbursement for tuition at other institutions and for professional conference registration fees after six continuous months of employment in an 8, 10, or 12 month position, up to \$1,000 per fiscal year, contingent on availability of state funding (includes classes taken at Valencia).	Tuition for up to six credit hours at Valencia after six continuous months of employment in an 8, 10, or 12 month position; reimbursement for tuition at other institutions and for professional conference registration fees after six continuous months of employment in an 8, 10, or 12 month position, up to \$1,000 per fiscal year, contingent on availability of state funding (includes classes taken at Valencia).
<b>Educational Opportunities for Dependents of Employees</b>	Tuition for up to six credit hours at Valencia after the employee completes six continuous months of employment in a 10 or 12 month position	Tuition for up to six credit hours at Valencia after the employee completes six continuous months of employment in a 10 or 12 month position (not applicable to 4 month faculty)	Tuition for up to six credit hours at Valencia after the employee completes six continuous months of employment in a 10 or 12 month position
<b>Employee Assistance Program</b>	Provides assistance to help employees and their families resolve personal problems, (marital, family, financial, chemical dependency, stress, depression, etc.). Financial program and legal assistance is also part of the EAP	Provides assistance to help employees and their families resolve personal problems, (marital, family, financial, chemical dependency, stress, depression, etc.). Financial program and legal assistance is also part of the EAP	Provides assistance to help employees and their families resolve personal problems, (marital, family, financial, chemical dependency, stress, depression, etc.). Financial program and legal assistance is also part of the EAP

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<b>Credit Union</b>	Employees may join the Central Florida Educators Federal Credit Union	Employees may join the Central Florida Educators Federal Credit Union	Employees may join the Central Florida Educators Federal Credit Union
<b>Direct Deposit</b>	May elect to have paychecks direct deposited into bank of choice; may also direct deposit funds to IRA, College Savings Program, or State of FL Prepaid Tuition Plan	May elect to have paychecks direct deposited into bank of choice; may also direct deposit funds to IRA, College Savings Program, or State of FL Prepaid Tuition Plan	May elect to have paychecks direct deposited into bank of choice; may also direct deposit funds to IRA, College Savings Program, or State of FL Prepaid Tuition Plan
<b>Holidays</b>	The college observes a Winter break and Spring break as well as Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and after Thanksgiving	The college observes a Winter break and Spring break as well as Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and after Thanksgiving	The college observes a Winter break and Spring break as well as Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and after Thanksgiving
<b>Additional Insurance</b>	Can enroll in cancer and/or intensive care, auto/homeowners/renters insurance at a group discount; also available, long-term disability and short-term disability	Can enroll in cancer and/or intensive care, auto/homeowners/renters insurance at a group discount; also available, long-term disability and short-term disability	Can enroll in cancer and/or intensive care, auto/homeowners/renters insurance at a group discount; also available, long-term disability and short-term disability

For a more complete description of benefits, please contact Human Resources, (407) 582-8033.