

## Administrative Employee Benefits

<b>Health and Welfare Benefits</b>	\$7930.90- District contribution for employee's medical, vision, dental and life insurance. Employees who opt out of medical coverage will have a District contribution of \$7304.60.
<b>Floating Holidays</b>	4 Floating Holidays per fiscal year that must be used during the fiscal year earned.
<b>Vacation Days</b>	2 vacation days per month (24 days per year). May convert any number of accrued vacation days to sick days at will.
<b>Sick Days</b>	1 sick day per month- If not used, sick leave days accumulate from year to year.
<b>Lifetime Medical Benefits</b>	<p><b>Hired before January 1, 1996-</b> Manager and their spouse or registered domestic partner shall continue to receive medical benefits during their lifetime. (not including dental, vision or life)</p> <p><b>Hired after January 1, 1996-</b>The manager after 10 years of service to the District and must retire under PERS or STRS will receive lifetime medical benefits (not including dental, vision, or life) Manager cannot resign and work at another public sector job and keep the benefits. No spouse, domestic partner or child are covered under these benefits.</p>
<b>Professional Development</b>	Each manager will be provided with \$2,000 annually to use for Professional Development/Conference and Travel. The manager may also use these funds for individual professional membership (related to assignment and benefit to the college pending Presidential approval) or may even provide to other in their area for conference and travel. Any amount leftover from this \$2000 may be transferred at the end of each year to a general management POD account that will roll-over.
<b>Tuition Reimbursement</b>	Management employees may use \$4,000 annually to pay for tuition reimbursement. Up to \$500 of this may be transferred to an educational savings plan each year.
<b>Longevity</b>	<p>After 10 years: 3.5% above base salary</p> <p>After 15 years: an additional 5.0%</p> <p>After 20 years: an additional 3.5%</p> <p>After 25 years: an additional 3.5%</p> <p>After 30 years: an additional 3.5%</p> <p>After 35 years: an additional 3.5%</p>

<b>Doctoral Stipend</b>	\$3325.00 annually for earned doctorates from an accredited university
<b>Catastrophic Leave</b>	Confidential or Management employees who have been employed in that capacity for a minimum of six (6) months shall be eligible for catastrophic leave when all other eligibility requirements are met. Under special circumstances a waiver may be considered by the catastrophic leave committee. Catastrophic leave must be requested and shall be granted in increments of up to 480 hours (60 work days); any unused portions will be returned to the catastrophic leave bank. Confidential or Management employees who are receiving Worker's Compensation benefits (i.e. 60 days Industrial Accident/Illness Leave or Total Temporary Disability) are not eligible for catastrophic leave. Must exhaust all fully paid leave credits. Once catastrophic leave has been granted, the employee must return to work and must submit a minimum donation (8 hours) in order to be eligible to make another request.