

CLARK STATE COMMUNITY COLLEGE BENEFITS MATRIX

*A full explanation of these benefits follows the matrix.

Benefit	Employee Category FT Regular Staff 1600 - 2080 Hours	PT Regular Staff 960 - 1600 hours	Pt Staff < 960 Hrs	Regular Faculty	Adjunct Faculty
Vacation	Yes, Accrue from first day based on Grade Level	Yes, Accrual based on FTE% & GL	None	None	None
Sick Leave	Yes, Accrue from first day Accrue 10 hours per month	Yes, Accrual based on FTE%	None	Yes	None
Personal Leave	Yes, Accrue 2 days per fiscal year, Immediately avail at prorated rate	Yes, Accrual based on FTE%	None	Yes	None
Floating Holiday	Yes, One day per fiscal year, immediately avail at prorated rate	Yes, Accrual based on FTE%	None	None	None
Paid Holidays	Yes, CSCC pays for 10 holidays, based on CSCC Calendar	Yes, Accrual based on FTE%	Yes, based on hours worked	None	None
Paid Bereavement	Up to 3 days (for immediate family members only) charged to sick leave	Yes	None	Yes	None
Jury Duty	Yes- Must turn money from court over to CSCC - rec. reg pay	Yes	None	Yes	None
Health Insurance	Yes, Immediately Available, EE Pays 15%, CSCC Pays 85%	Yes, Based on FTE%	None	Yes	None
Dental Insurance	Yes, Immediately Available, CSCC pays 100%	Yes	None	Yes	None
Life Insurance	Yes, Immediately Available, 1.5 of Annual Salary, CSCC pays 100%	Yes	None	Yes	None
Vision Insurance	Yes, Immediately Available, CSCC pays for single coverage, EE pays for dependents	Yes	None	Yes	None
Cancer, Disability, Whole Life	Yes, Immediately Available, EE Pays 100%	Yes	None	Yes	None
Additional Term Life	Yes, Immediately Avail upon qualification by ins company, EE Pays 100%	Yes	None	Yes	None
Retirement Plans	SERS: EE pays 10%, CSCC pays 14%	SERS	SERS	STRS: EE Pays 10%, CSCC Pays 14%	STRS
Alternative Retirement Plan	Yes, May Choose to use ARP instead of SERS	None	None	Yes	None
403(b)/457(b)	Yes, Immediately Available, No Match from CSCC	Yes	Yes	Yes	Yes
Tuition Reimbursement	After One Year, 12 Credit hours/9 Semester Credit Hours/year, must receive a "C" or above	Yes	None	Yes	None
Institutional Fee Benefit	Immediately Available for EE and their family, covers instructional and general fees	Yes	None	Yes	None
Professional Development	Yes, Immediately Available, based on funding	Yes	None	Yes	None
EE Asst. Program	Yes, thru UHC Insurance	Yes	None	Yes	None
Flex Spending Acct	Yes, Employee pays 100%	Yes	None	Yes	None
Discounts	10% off Campus Bookstore (reg merch only), 10% off PAC Tickets	Yes	Yes, Except Seasonal EE	Yes	Yes
Computer Loans	Yes, Up to \$2,500 interest free loan for personal computer	Yes	None	Yes	None
YMCA	Free Access with ID	Yes	None	Yes	None
Library, Wellness Center, Health Clinic	Free Access to all facilities	Yes	Yes	Yes	Yes