

# DAVIDSON COUNTY COMMUNITY COLLEGE

Human Resources

## **BENEFITS OVERVIEW**

PROCEDURE 3.2.1.1

College employees shall be afforded and offered the following benefits, based on the following classifications of employment:

### **A. Full-Time Regular Employees**

Full-time regular employees, including full-time employees serving in a probation period, will be afforded the following benefits:

1. All leave as specified in College Policy;
2. Longevity Pay, with requisite years of experience;
3. Employee Tuition Exemption;
4. Teachers' and State Employees' Retirement System ("TSERS") benefits. TSERS benefits include: retirement, long-term disability, short term disability, and life insurance;
5. Participation in the North Carolina State Health Plan (in accordance with State Health Plan laws and guidelines with employer contribution); and
6. Other optional benefits as specifically provided by the College or as may be required by State law.

### **B. Part-Time Regular Employees with Benefits**

Part-time regular employees with benefits will be afford the following benefits:

1. All leave as specified in College Policy;
2. Longevity Pay, with requisite years of experience;
3. Employee Tuition Exemption;
4. TSERS benefits;
5. Participation in the North Carolina State Health Plan (in accordance with State Health Plan laws and guidelines with employer contribution); and
6. Other optional benefits as specifically provided by the College or as may be require by State law.

### **C. F. Optional Benefits**

Employees may also take advantage of the following optional benefits:

1. Annuities;
2. The State Employees' Credit Union;
3. Dental and Eye Care Insurance;

4. Life Insurance;
5. Supplemental health and disability insurance plans;
6. Flexible Spending Accounts for unreimbursed medical expenses; and
7. Employee Assistance Program

Eligibility may depend on employee classification.

Adopted: November, 2019

Cross Reference: Policy 3.1.5 – Re-Employment of Retired Persons