

BENEFITS <i>Effective 9/1/2008</i> (Subject to change at any time with approval of the Board of Directors.)	FULL-TIME 12 MONTH	FULL-TIME LESS THAN 12 MONTH	PART-TIME FIXED RATE (% of salary)	PART-TIME	TEMPORARY (not more than 4 months), & ADJUNCT EMPLOYEE
Health Care (% of employee only premium)-ESC-20 contribution, CRD Local <i>Exception: if working between 10 but <18.75 hrs per week, no contribution.</i>	X if eligible	X if eligible	X dependent upon eligibility factors	X dependent upon eligibility factors	
Health Care Supplement, CRD Local If eligible, available upon first completed calendar month of employment	X \$500/yr if eligible	X \$500/yr if eligible	X \$500/yr (at least 30hrs/wk) \$250/yr (≥18.75<30hrs/wk) if eligible	X \$500/yr (at least 30hrs/wk) \$250/yr (≥18.75<30hrs/wk) if eligible	
\$20,000 ESC-20 paid Life Insurance, CRD Legal	X	X	X	X	
Supplemental Benefits: Accidental Death & Dismemberment, Disability, Voluntary Additional Life. Employee paid, CRD Legal	X	X	X ≥18.75 hrs	X ≥18.75 hrs	
Flexible Benefit Cafeteria Plan(Pre-tax): Accident, Cancer, Dental, Vision, Section 125 flexible spending account (FSA), Dependent Care Assistance Program (DCAP). Employee paid, CRD Legal	X	X	X ≥18.75 hrs	X ≥18.75 hrs	
403(b)/457(b) Tax-Sheltered Account, Employee Paid, CRD Legal	X	X	X	X	X
Approved Paid Leave-Holidays, DEB 5.6.1	X	X	X		
Approved Paid Leave-Family Leave, DEB 5.6.1	X	X			
Approved Paid Leave-Vacation, DEB 5.6.1	X				
Approved Paid Leave-State Personal Leave, DEB 5.6.1	X	X	X (≥18.75 hours or more per week and not currently earning)	X (≥18.75 hours or more per week and not currently earning)	
Sick Leave Bank, DEB 5.6.1	X if eligible, may enroll				
Teacher Retirement System (TRS): • Employee contribution <i>Exception: TRS retirees, Temporary (unless employed by ISD)</i> • Long Term Care, employee paid through TRS, CRD Local	X	X	X (≥18.75 hrs/wk or <18.75 hrs/wk and currently employed in ISD)	X (≥18.75 hrs/wk or <18.75 hrs/wk and currently employed in ISD)	X
Social Security - ESC-20 matching Contribution, CFAA Legal	X	X	X	X	X
Workers' Compensation, CRE 5.5.1	X	X	X	X	X
Cellular Phone Supplemental, DEA 5.2.3 Positions with Special Requirements	X if eligible	X if eligible	X if eligible	X if eligible	
Internet Access Allowance, Travel Allowance, DEA 5.2.3, Associate Directors	X				