



## Summary of Benefits

EMPLOYEE INSURANCE		LEAVE	
		Vacation	20 days per year for full-time employees. Pro-rated for part-time employees.
Presbyterian (PPO)	SFCC pays greater portion of monthly premium. Premium based upon annual salary.	Sick	12 days per year for full-time employees. Pro-rated for part-time employees.
Blue Cross/Blue Shield (PPO)		Paid Holidays	7 days per year
Dental		Winter Break	Last 2 weeks of December—approximately 9-11 days—paid time in addition to Vacation.
Vision		Fitness Release Time	90 minutes per week (paid) for fitness time. Pro-rated for part-time employees.
\$50,000 Basic Life Insurance		No cost to employee.	<b>OTHER BENEFITS</b>
Additional Life Insurance	Optional, paid by employee.		
<b>RETIREMENT</b>		Employee Educational Benefit (EEB)	Employee or near relative can take 5 credit hours of classes per semester. Adjunct (part-time) faculty – 1 class during semester contracted to work.
Educational Retirement Board (ERB) – State mandated 401A Defined Benefit Plan.	State mandated retirement plan based upon annual salary. SFCC pays greater portion of premium.	Liberty Mutual	10% discount on auto insurance and 5% discount on home insurance in addition to all other applicable discounts.
ARP – 401A defined benefit plan.	Optional retirement plan with limited eligibility.	AFLAC	Optional, paid by employee.
TIAA-CREF – 403B Supplemental Plan.	Optional plan available to all SFCC employees.	Flex Spending Account	Optional, paid by employee.
Deferred Compensation Plan – 457 Supplemental Plan.	Optional plan available to all SFCC employees.	Section 125	Pre-tax payroll deduction for medical, dental, and vision only.