MAINE COMMUNITY COLLEGE SYSTEM
MEA ADMINISTRATORS
SUMMARY OF EMPLOYEE BENEFITS

RETIREMENT: Employee is required to choose between two retirement options: the Maine Public Employees Retirement System (MainePERS) or the Teachers Insurance & Annuity Association College Retirement Equities Fund (TIAA-CREF). Mandatory membership in lieu of Social Security.

HEALTH INSURANCE: Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS; 60% of cost of family plan paid by MCCS, the remainder paid by employee.

DENTAL INSURANCE: Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis.

LIFE INSURANCE: Group term equal to two times the employee’s annual salary paid by the MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.

VACATION: 0-2 yrs continuous service 15 days per year
3-7 yrs continuous service 20 days per year
8 yrs or more of continuous service 25 days per year

PERSONAL LEAVE: Two (2) days of personal leave per year.

SICK LEAVE: One (1) day of sick leave per month.

SICK LEAVE BANK: Administrators shall contribute yearly to a Sick Leave bank, and may draw upon the bank in accordance with the guidelines in the bargaining contract.

HOLIDAY LEAVE: The MCCS provides twelve (12) paid holidays:

New Years Day Labor Day
Martin Luther King Day Columbus Day
Washington Birthday Veteran's Day
Patriot's Day Thanksgiving Day
Memorial Day Friday following
Independence Day Thanksgiving Day
Christmas Day

SECTION 125 PLAN: Pre-tax Health and Dental premiums; Health Care and Dependent Care Flexible Spending Accounts.

SEVERANCE: 0 - 3 years 5 days
4 – 10 years 20 days
11 – 15 years 30 days
+ 16 years 40 days

DEFERRED COMPENSATION PLAN: Available through Payroll Deduction

PROBATIONARY PERIOD: Administrators shall serve a probationary period of up to eighteen (18) months.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED TO MEA ADMINISTRATORS IN ACCORDANCE WITH THE CURRENT BARGAINING CONTRACT. PLEASE CONSULT THE CONTRACT FOR FURTHER INFORMATION AND CLARIFICATION.