

**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:**
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|-------------------------------------|------------------|
| 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:
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|------------------------|------------------|
| 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.