MAINE COMMUNITY COLLEGE SYSTEM
MSEA SUPPORT SERVICES
SUMMARY OF EMPLOYMENT BENEFITS
FOR FULL-TIME EMPLOYEES
(BENEFITS ARE PRO-RATED FOR PART-TIME EMPLOYEES)

RETIREMENT: Mandatory membership in the Maine Public Employees Retirement System (MainePERS) as a condition of employment, 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 life insurance equal to the employee’s annual salary paid by MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.

VACATION:  
- 0 thru 5th year: 1 day per month
- 6th thru 10th year: 1 1/4 days per month
- 11th thru 15th year: 1 1/2 days per month
- 16th thru 20th year: 1 3/4 days per month
- More than 20 years: 2 days per month

Advanced at the beginning of the fiscal year for employees who have completed one (1) year of employment.

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

SICK LEAVE BANK: Employees may 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:

- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday following Independence Day
- Christmas Day

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

DEFERRED COMPENSATION PLAN: Available through payroll deduction.

PROBATIONARY PERIOD: Employees shall serve a probationary period of up to six (6) months.

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