MAINE COMMUNITY COLLEGE SYSTEM
MSEA SUPERVISORY 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 to less than 3 yrs continuous service 15 days per year
3 to less than 8 yrs continuous service 20 days per year
8 yrs or more of continuous service 25 days per year
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:
New Year’s Day Labor Day
Martin Luther King Day Columbus Day
President’s Day Veteran’s Day
Patriot’s Day Thanksgiving Day
Memorial Day Friday following
Independence Day Thanksgiving 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: Per the collective bargaining contract, employee shall serve a probationary period of up to six (6) months.

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

file: Summary of Bens MSEA SUPERVISORY updated 3/2011