

HOLIDAYS

The MCCS observes 13 paid holidays per year for non-instructional staff. The college system's standard holidays are: New Year's Day, Martin Luther King, Jr.'s Birthday, President's Day, Patriot's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas.

PUBLIC STUDENT LOAN (PSLF) FOREGIVENESS PROGRAM

PSLF is a program for employees who work in federal, state, tribal, local government or non-profit.

PROFESSIONAL DEVELOPMENT

The system is a learning-centered institution, which encourages employees to be life-long learners. Classes for professional development and tuition reimbursement and waivers are offered for the pursuit of and advancement in their field contingent upon available funding.

RETIREE HEALTH AND LIFE INSURANCE BENEFITS

Members of our State of Maine health plan & life insurance plan may be eligible to continue health and life insurance coverage into retirement.

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ABOUT MCCS

Maine's seven community colleges serve more than 33,000 people a year, through two-year associate degrees, one-year certificate programs, short-term workforce training, early college programs, and other learning opportunities. From trades to transfer, Maine's community colleges provide high-quality, relevant, hands-on learning and have the lowest tuition and fees in New England.



The Maine Community College System is an equal opportunity affirmative action institution and employer. For more information, contact Barbara Owen at bowen@mainecc.edu. The complete Notice of Non-Discrimination is available at mccs.me.edu/non-discrimination.

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Summary of Benefits

Full-time Employees



HEALTH INSURANCE

All eligible employees receive 100% employer-paid individual medical insurance through the State of Maine PPO medical plan and prescription coverage. 60% of the cost of the family plan premiums are paid by MCCS for eligible dependents.

DENTAL INSURANCE

All eligible employees receive 100% employer-paid individual dental insurance through the State of Maine plan. Eligible dependents may be insured. Optional dental coverage is available through payroll deductions on a pre-tax basis.

VISION INSURANCE

All eligible employees and dependents can purchase Anthem Blue Vision a supplemental vision program that provides coverage towards prescription glasses and/or contact lenses and is available through payroll deduction on a pre-tax basis.

HEALTH CARE FLEX SPENDING ACCOUNT

All eligible employees can set aside funds to pay for medical expenses that are not covered by their health, vision or dental plans, including deductibles, copays, coinsurance, etc. Premiums may be pre-taxed through payroll deductions.

DEPENDENT CARE FLEX SPENDING ACCOUNT

All eligible employees can set aside funds to reimburse expenses incurred to care for their eligible dependents. Examples of eligible expenses are daycare, preschool, after-school care, summer day camp, elder care and care for a spouse or relative who is physically or mentally incapable of self-care and lives in your home.

RETIREMENT

MainePERS Pension Plan
www.maineopers.org

Mandatory membership in MainePERS Retirement System is provided for positions, which are classified, in the AFSCME, MSEA Support & MSEA Supervisory units. This is a defined benefit plan. The annual benefit is based on 2% of the average final compensation times the years of services. MainePERS also offers disability retirement. Eligibility is not subject to union membership.

403(b) Defined Contribution Plan
www.tiaa.org

MEA administrators, faculty, and confidential employees are provided a choice of retirement plans and can choose to enroll in the MCCS 403(b) Defined Contribution plan. This benefit package also provides employer paid, long-term disability insurance.

VOLUNTARY RETIREMENT

All eligible employees can save and invest for their retirement by contributing pre-tax to the MCCS 457(b) Deferred Compensation Plan. Employees choose how much to set aside and where to invest their funds within the plan. Employees do not pay taxes on the funds invested or the investment earnings until a distribution from the plan (e.g. after retirement) is taken.

LIVING RESOURCES PROGRAM (EPA)

This employee assistance program is available to all employees, retirees and all their household members to help navigate challenging work and life situations.

LIFE INSURANCE

MCCS will pay full premium for the plan which offers coverage for benefited employees. The value of coverage for each individual is at least one times the gross salary. Supplemental life insurance is also available for the employee, spouse and child(ren).

JURY DUTY

Employees are entitled to leave with pay for serving on a jury.

SICK LEAVE

Full-time, non-instructional staff employees earn sick leave at a rate of 8 hours each month for a total of 96 hours (12 days) per year; faculty earn nine (9) days per year. Sick leave may be used for illness or medical-related appointments for the employee or an immediate family member. Sick leave is accrued and may be credited toward state service for MainePERS retirement.

Employees may also be allowed bereavement leave for absences resulting from the death of an immediate family member.

VACATION LEAVE

Annual leave is awarded according to years of service for full-time, non-instructional staff. Full-time faculty do not accrue vacation leave but are provided breaks between academic terms.

OTHER BENEFITS MAY INCLUDE:

- ▶ 529 Plan MCCS Match Benefit
- ▶ Eye glass reimbursement
- ▶ Flex benefit
- ▶ Longevity pay
- ▶ Maine State Employees' Credit Union
- ▶ Short term disability
- ▶ Sick Leave Bank Program
- ▶ Statewide locations
- ▶ Tuition Waiver
- ▶ Wellness programs