



<b>Benefits Information</b>	
<p><b>Retirement</b> As of 10/1/2018 Rates are subject to change without notice.</p> <p>NOTE: Retirement contributions are mandatory for every full-time employee, and the employee contribution amount will be deducted from the employee's monthly pay.</p> <p>Additional information regarding retirement may be obtained from the retirement system website at <a href="http://www.rsa-al.gov/">http://www.rsa-al.gov/</a>.</p>	<ul style="list-style-type: none"> <li>• <b>Tier 1</b> – Employee contributes 7.5% per pay period. Matched at 12.41% per pay period by State, which employee receives when vested after 10 years of service. Full retirement at 25 years of service or age 60 plus 10 years of service. <i>Tier 1 employees are those with service prior to January 1, 2013.</i></li> <li>• <b>Tier 2</b> – Employee contributes 6.0% per pay period. Matched at 11.35% per pay period by State, which employee receives when vested after 10 years of service. Full retirement at age 62 plus 10 years of service. <i>Tier 2 employees are those hired on or after January 1, 2013.</i></li> </ul>
<p><b>Health Insurance</b></p>	<p><b>PEEHIP Plans Available:</b></p> <ul style="list-style-type: none"> <li>• Basic Hospital Plan – Blue Cross/Blue Shield of Alabama</li> <li>• Supplemental Plans – Southland National Insurance Corporation (Hospital Indemnity; Dental; Cancer; Vision plans)</li> </ul> <p><b>Cost to employee for one of the above:</b> Single coverage: \$30 per month Family coverage (no spouse): \$207 per month Family coverage (with spouse only): \$282 per month Family coverage (with spouse plus other dependents): \$307 per month</p> <p><b>Additional fees:</b></p> <ul style="list-style-type: none"> <li>• \$50 monthly fee for tobacco users</li> <li>• \$50 monthly fee per employee and/or spouse if Wellness requirements are not completed.</li> </ul> <p>If Basic Hospital Plan is selected, employee can purchase supplemental insurance for \$38 per month, with family dental plan at \$50 per month.</p>

<p><b>Life Insurance</b> For details regarding additional life insurance, please refer to the TRS Handbook or visit <a href="http://www.rsa-al.gov/index.php/members/trs/pubs-forms/">http://www.rsa-al.gov/index.php/members/trs/pubs-forms/</a></p>	<p>Paid by State: \$15,000 term life provided as of hire date (prorated for eligible part-time employees)</p>
<p><b>Voluntary Employee Benefit Programs</b></p>	<p>Volunteer plans available include payroll deducted tax shelters, credit union, additional life insurance, flexible spending accounts, etc. See payroll staff for available plans and approved vendors.</p>
<p><b>Tuition Assistance</b></p>	<p>Tuition waivers are available for eligible full-time employees of the Alabama Community College System and their dependents. Athens State University also offers tuition waivers to eligible employees and their dependents.</p> <p>After 1 year: 1/3 waiver of tuition After 2 years: 2/3 waiver of tuition After 3 years: Full waiver of tuition</p>
<p><b>Annual College Holidays</b></p>	<p>15 days:</p> <ul style="list-style-type: none"> <li>• Martin L. King/Robert E. Lee Day</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Veteran’s Day</li> <li>• Thanksgiving Day and Friday following</li> <li>• Christmas Break (including New Year’s Day)</li> </ul>
<p><b>Employee Leave</b></p>	
<p><b>State Salary Schedule A, B, C, E (Full-time Staff) Employees:</b></p>	
<p><b>Annual Leave</b></p>	<p>Employed</p>
<p><b>Can accrue a maximum of 60 days</b></p> <p><i>Schedule H employees receive prorated days based upon number hours worked per week.</i></p> <p>NOTE: Annual leave balances are paid as compensation to an employee upon retirement or termination of employment from CVCC.</p>	<p>Earn</p> <p>0-4 years: 1 day per month (8 hours) 5-9 years: 1 ¼ days per month (10 hours) 10-14 years: 1 ½ days per month (12 hours) 15-19 years: 1 ¾ days per month (14 hours) 20 years and above: 2 days per month (16 hours)</p>
<p><b>Personal Leave Non-accruing</b></p>	<p>2 days per year</p>

<p><i>Schedule H employees receive prorated days based upon number hours worked per week.</i></p> <p>NOTE: Can convert unused personal leave to sick leave at year end (August 31).</p>		
<p><b><i>Sick Leave</i></b>  <b>Can accrue up to 225 days</b></p>		12 days per year
<p><b>State Salary Schedule D (Full-time Faculty) Employees:</b></p>		
<p><b><i>Personal Leave</i></b></p> <p>NOTE: Can convert unused personal leave to sick leave at year end (August 31).</p>		5 days per year
<p><b><i>Sick Leave</i></b>  <b>Can accrue up to 225 days</b></p>		12 days per year

*CVCC is an Equal Opportunity Employer.* It is the policy of the Alabama Community College System, including postsecondary institutions under the control of the Board of Trustees, that no person shall, on the grounds of race, color, disability, gender, religion, creed, national origin, age, or other classification protected by Federal or State law, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity, or employment. CVCC will make reasonable accommodations for qualified disabled applicants or employees.