

DAVIDSON-DAVIE COMMUNITY COLLEGE

Human Resources

BENEFITS OVERVIEW

PROCEDURE 3.2.1.1

College employees shall be afforded and offered the following benefits, based on the following classifications of employment:

A. Full-Time Regular Employees

Full-time regular employees, including full-time employees serving in a probation period, will be afforded the following benefits:

1. All leave as specified in College Policy;
2. Longevity Pay, with requisite years of experience;
3. Employee Tuition Exemption;
4. Teachers' and State Employees' Retirement System ("TSERS") benefits. TSERS benefits include: retirement, long-term disability, short term disability, and life insurance;
5. Participation in the North Carolina State Health Plan (in accordance with State Health Plan laws and guidelines with employer contribution); and
6. Other optional benefits as specifically provided by the College or as may be required by State law.

B. Part-Time Regular Employees with Benefits

Part-time regular employees with benefits will be afford the following benefits:

1. All leave as specified in College Policy;
2. Longevity Pay, with requisite years of experience;
3. Employee Tuition Exemption;
4. TSERS benefits;
5. Participation in the North Carolina State Health Plan (in accordance with State Health Plan laws and guidelines with employer contribution); and
6. Other optional benefits as specifically provided by the College or as may be require by State law.

C. F. Optional Benefits

Employees may also take advantage of the following optional benefits:

1. Annuities;
2. The State Employees' Credit Union;
3. Dental and Eye Care Insurance;

4. Life Insurance;
5. Supplemental health and disability insurance plans;
6. Flexible Spending Accounts for unreimbursed medical expenses; and
7. Employee Assistance Program

Eligibility may depend on employee classification.

Adopted: November, 2019

Cross Reference: Policy 3.1.5 – Re-Employment of Retired Persons