**HEALTH AND DENTAL INSURANCE FOR EMPLOYEES PAID BY THE COLLEGE**

Valencia pays 100% of premium costs for employees’ health and dental coverages. Dependent coverage, which includes domestic partners, is also available for both plans through an additional premium deduction.

**SUPPLEMENTAL BENEFITS OPTIONS**

In addition to health and dental insurance, Valencia offers many other supplemental benefits options: vision insurance, flexible spending accounts for medical and dependent care expenses, supplemental group term life insurance for dependents, short term disability, long term disability, and supplemental cancer and intensive care insurance. You can also enroll in auto, homeowners, and/or rental insurance at group rates.

**$25,000 TERM LIFE INSURANCE PAID BY THE COLLEGE**

Valencia pays 100% of premium costs for employees’ base life insurance. Supplemental insurance is also available at group rates for an additional cost to the employee. You can purchase up to 2 times your annual salary guaranteed, or up to 5 times your annual salary with evidence of insurability, not to exceed a maximum of $500,000.

**WORK/LIFE BALANCE WITH GENEROUS PAID TIME OFF**

- Vacation Leave is earned at the rate of 12 to 18 days per year depending upon length of service at the college
- Sick Leave is earned at the rate of one (1) day per month – unlimited accrual
- Four (4) Personal Days per fiscal year – deducted from sick leave accrual
- Holidays – Winter break, Spring break, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and the day after Thanksgiving
- Half-day Fridays during the designated summer work schedule
- Eligibility for sick leave pool membership – after twelve (12) months of employment and an accumulated sick leave accrual of ten days (80 hours)
- Paid Parenting Leave – after one year of service; up to 30 days of paid leave following the birth or adoption of a child

**MEMBERSHIP IN THE FLORIDA RETIREMENT SYSTEM (FRS)**

Both the college and the employee contribute toward retirement in FRS upon employment with Valencia. Currently, the employee contribution is 3% and the employer contribution varies depending on fiscal year legislation. You also have the opportunity to participate in either the FRS Pension Plan or Investment Option. The vesting requirement is 6 or 8 years for the Pension Plan (dependent upon initial date of enrollment into the FRS) or one year for the Investment Option.

**ADDITIONAL RETIREMENT SAVINGS OPPORTUNITIES**

Choose from a variety of 403(b) and 457(b) voluntary retirement savings accounts to invest monies on a pre-tax or post-tax basis.

**YMCA OF CENTRAL FLORIDA MEMBERSHIP BENEFIT**

Valencia will subsidize 20% of every employee or family membership with the YMCA, including existing memberships. Joiner’s fees are also waived. As a YMCA member, you will receive additional discounts on many programs, including summer camp, youth sports, swim lessons, and others.

**EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

After six continuous months of employment, employees receive reimbursement of up to $1,100 per fiscal year for tuition of the employee at other institutions and/or professional conference registration fees. In addition, the employee’s spouse and dependents are eligible to receive paid tuition for up to six credit hours per semester at Valencia after six continuous months of employment.

Employees would also be eligible for an Educational Recognition Award. This award is a one-time, lump sum payment that will be awarded to full-time non-instructional employees of the college who have been employed at the college for a minimum of six months and who have earned a degree from a regionally accredited institution provided the academic degree was not a required qualification of the position as advertised by the college and at the time the employee was hired.

**WORK/LIFE BALANCE RESOURCES**

The Employee Assistance Program provides assistance to employees and their families to resolve personal challenges, including family, life, or work-related issues.

This summary is intended as an overview and is subject to revision. Full details are contained in the applicable summary plan details and Valencia College policies and procedures.