



TOTAL REWARDS SUMMARY
FULL-TIME FACULTY
TEACHING ACADEMIC CREDIT PROGRAMS

There are plenty of places to find employment, but at Valencia, you'll find fulfillment. Valencia College is committed to providing employees with a competitive and comprehensive total rewards package. Your total rewards include significantly more than just your base pay. Our total rewards program offers a wide-ranging combination of pay, benefits, professional development, and work/life balance in a meaningful, collaborative work environment.

HEALTH AND WELLNESS BENEFITS

- Valencia pays 100% of premium costs for employees' medical and dental coverages. Dependent coverage, which includes domestic partners, is also available for both plans through an additional premium deduction.
- In addition to medical and dental insurance, Valencia offers many other supplemental benefits options: vision insurance, flexible spending accounts for health care and dependent care expenses, 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.
- Valencia pays 100% of premium costs for employees' \$25,000 base life insurance. Supplemental life insurance for employees and their dependents is also available at group rates for an additional cost to the employee.

WORK/LIFE BALANCE WITH GENEROUS PAID TIME OFF

Sick leave, personal days, eligibility for sick leave pool membership, and paid parenting leave.

HOLIDAYS OBSERVED - COLLEGE CLOSED

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.

RETIREMENT PROGRAM MEMBERSHIP

Faculty are automatically enrolled as a member of one of Valencia's retirement programs, dependent on position and length of contract. Specific retirement eligibility in either the Florida Retirement System (FRS) pension or investment plan, Community College Optional Retirement Program (CCORP) or Valencia's FICA alternative plan will be presented prior to position hire.

ADDITIONAL RETIREMENT SAVINGS OPPORTUNITIES

Through our partnership with AIG Retirement Services (formerly VALIC), employees have access to a variety of services to help plan, save and invest for retirement. Build your retirement portfolio by investing in pre-tax and/or post-tax 457(b) or 403(b) voluntary plans.

EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Valencia values continued professional development for faculty. Eligibility for specific development opportunities are dependent on position and length of contract and may include the Faculty Incentive Plan and/or access to Employee Development Funds. Valencia EDGE, an online development portal offering access to in-person workshops and hundreds of online classes, is available to all faculty.

YMCA OF CENTRAL FLORIDA MEMBERSHIP BENEFIT

Valencia will subsidize 20% of every employee or household membership with the YMCA, including existing memberships. Joiner's fees are also waived.

WORK/LIFE BALANCE RESOURCES

The Employee Assistance Program provides assistance to employees and their families to resolve personal challenges, including family, life, work-related, legal or financial issues. ID theft/fraud resolution services are also included.

ADDITIONAL TOTAL REWARDS

Free LYNX bus transportation, discounts on Valencia Arts and Entertainment events, and access to campus library services and Valencia's dental hygiene clinic.

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.