

Benefits Matrix

Benefit	Full-time Staff	Part-time Staff	Full-time Faculty	Adjunct Faculty
Vacation	Yes, accrue from first day based on grade level	None	Time Between Classes	None
Sick Leave	Yes, earn at a rate of 1.25 days per month for a maximum of 15 days of sick leave per contract year	None	Yes, earn at a rate of 1.25 days per month for a maximum of 15 days of sick leave per contract year	None
Personal Leave	Yes, 3 days are credited at the beginning of each fiscal year	None	Yes, 3 days are credited at the beginning of each academic year	None
Paid Holiday	Yes, SSCC pays for 14 holidays based on SSCC holiday closing schedule .	None	Yes, SSCC pays for 14 holidays based on SSCC holiday closing schedule .	None
Paid Bereavement	Up to 3 days (for immediate family members only)	Up to 3 days (for immediate family members only)	Up to 3 days (for immediate family members only)	Up to 3 days (for immediate family members only)
Jury Duty	Yes, must put in a request for leave to supervisor and Payroll Dept. for approval, and then must attach a copy of the summons for jury duty to the request. Will be compensated by payment of an amt. equal to the difference between their jury duty pay and their regular salary.	Yes, must put in a request for leave to supervisor and Payroll Dept. for approval, and then must attach a copy of the summons for jury duty to the request. Will be compensated by payment of an amt. equal to the difference between their jury duty pay and their regular salary.	Yes, must put in a request for leave to supervisor and Payroll Dept. for approval, and then must attach a copy of the summons for jury duty to the request. Will be compensated by payment of an amt. equal to the difference between their jury duty pay and their regular salary.	Yes, must put in a request for leave to supervisor and Payroll Dept. for approval, and then must attach a copy of the summons for jury duty to the request. Will be compensated by payment of an amt. equal to the difference between their jury duty pay and their regular salary.
Health Insurance	Yes, view Health	None	Yes, view Health	None

	Insurance information.		Insurance information.	
Life Insurance	Yes, the college's life insurance policy amount is \$50,000. Additional coverage may be purchased.	None	Yes, the college's life insurance policy amount is \$50,000. Additional coverage may be purchased.	None
Retirement Plans	OPERS	OPERS	STRS	STRS
403(b)/457(b)	Yes, the college offers the option of a 403 (b) and 457 (b) supplemental retirement plan	Yes, the college offers the option of a 403 (b)	Yes, the college offers the option of a 403 (b) and 457 (b) supplemental retirement plan	Yes, the college offers the option of a 403 (b)
Tuition Reimbursement	Receive up to \$5,000 per employee per year.	None	Receive up to \$6,000 per employee per year.	None
Institutional Fee Benefit	View fee waivers	View fee waivers	View fee waivers	View fee waivers
Flex Spending Account	Yes, up to an annual maximum of \$2,500 may be contributed by the employee.	None	Yes, up to an annual maximum of \$2,500 may be contributed by the employee.	None
Discounts	<ul style="list-style-type: none"> • Child Care Services – 50% off full-time rates • AT&T – 17% off phone plans • Tire Discounters – 10% off tires & 15% off service • Verizon – 20% off phone plans • Hillsboro Swimming Pool - 5% discount 	<ul style="list-style-type: none"> • AT&T – 17% off phone plans • Tire Discounters – 10% off tires & 15% off service • Verizon – 20% off phone plans • Hillsboro Swimming Pool - 5% discount 	<ul style="list-style-type: none"> • Child Care Services – 50% off full-time rates • AT&T – 17% off phone plans • Tire Discounters – 10% off tires & 15% off service • Verizon – 20% off phone plans • Hillsboro Swimming Pool - 5% discount 	<ul style="list-style-type: none"> • AT&T – 17% off phone plans • Tire Discounters – 10% off tires & 15% off service • Verizon – 20% off phone plans • Hillsboro Swimming Pool - 5% discount
Library, Patriot Center	Free Access to all facilities	Free Access to all facilities	Free Access to all facilities	Free Access to all facilities