

**MAINE COMMUNITY COLLEGE SYSTEM**  
**MSEA SUPERVISORY SERVICES**  
**SUMMARY OF EMPLOYMENT BENEFITS**  
**FOR FULL-TIME EMPLOYEES**  
(BENEFITS ARE PRO-RATED FOR PART-TIME EMPLOYEES)

- RETIREMENT:** Mandatory membership in the Maine Public Employees Retirement System (MainePERS) as a condition of employment, in lieu of Social Security.
- HEALTH INSURANCE:** Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS; 60% of cost of family plan paid by MCCS, the remainder paid by employee.
- DENTAL INSURANCE:** Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis.
- LIFE INSURANCE:** Group term life insurance equal to the employee's annual salary paid by MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.
- VACATION:**
- |   |                  |
|---|------------------|
| 0 to less than 3 yrs continuous service | 15 days per year |
| 3 to less than 8 yrs continuous service | 20 days per year |
| 8 yrs or more of continuous service     | 25 days per year |
- Advanced at the beginning of the fiscal year for employees who have completed one (1) year of employment
- SICK LEAVE:** One (1) day of sick leave per month.
- SICK LEAVE BANK:** Employees may contribute yearly to a Sick Leave bank, and may draw upon the bank in accordance with the guidelines in the bargaining contract.
- HOLIDAY LEAVE:** The MCCS provides twelve (12) paid holidays:
- |                        |                  |
|------------------------|------------------|
| New Year's Day         | Labor Day        |
| Martin Luther King Day | Columbus Day     |
| President's Day        | Veteran's Day    |
| Patriot's Day          | Thanksgiving Day |
| Memorial Day           | Friday following |
| Independence Day       | Thanksgiving Day |
|                        | Christmas Day    |
- SECTION 125 PLAN:** Pre-tax Health and Dental premiums; Health Care and Dependent Care Flexible Spending Accounts.
- DEFERRED COMPENSATION PLAN:** Available through payroll deduction.
- PROBATIONARY PERIOD:** Per the collective bargaining contract, employee shall serve a probationary period of up to six (6) months.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED TO MSEA EMPLOYEES IN ACCORDANCE WITH THE CURRENT BARGAINING CONTRACT. PLEASE CONSULT THE CONTRACT FOR FURTHER INFORMATION AND CLARIFICATION.