

**MAINE COMMUNITY COLLEGE SYSTEM  
MSEA SUPPORT 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 MCCA; 60% of cost of family plan paid by MCCA, the remainder paid by employee.
- DENTAL INSURANCE:** Full cost of employee coverage in the State of Maine dental plan paid by the MCCA; family plan available on employee contributing basis.
- LIFE INSURANCE:** Group term life insurance equal to the employee's annual salary paid by MCCA for the employee. Supplemental and dependent coverage may be purchased by employee.
- VACATION:**
- |                     |                      |
|---------------------|----------------------|
| 0 thru 5th year     | 1 day per month      |
| 6th thru 10th year  | 1 1/4 days per month |
| 11th thru 15th year | 1 1/2 days per month |
| 16th thru 20th year | 1 3/4 days per month |
| More than 20 years  | 2 days per month     |
- 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 MCCA 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:** Employees shall serve a twelve (12) month probationary period.

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