

ESC-20 Benefits Eligibility Chart



<i>Benefits Effective 9/1. Subject to change at any time with approval of the Board of Directors. <u>All benefits are based on eligibility criteria</u>. Failure to return required paperwork or report changes to the Center may result in waiver of benefits. X = benefit available if criteria is met.</i>	Full-time, 12-month, 37.5 hrs/wk	Full-time, less than 12 month, 37.5 hrs/wk	Part-time, fixed rate (% salaried). Professional only, >18.75 hrs/week	Part-time, >18.75 hrs/week	Irregular-schedule positions, AE part-time & Migrant Tutors part-time	Temporary (working less than 4.5 months)	Retirees, based on number of hours working
Health Care , % of employee premium contribution. CRD Local. Exception if working 10 but <18.75 hrs/wk no Center contribution.	X	X	X	X	X		
Supplemental Compensation , if eligible, available upon first completed calendar month employed, CRD Local. Paid regardless of electing benefits, if eligibility criteria are met. FT = \$500/yr; PT = \$250/yr	X	X	X	X			
Flexible Benefit Cafeteria Plan (Pre-tax) Accident, Cancer, Dental, Gap Plan, Identity Theft Protection, Vision, Telehealth Services, Section 125 flexible spending account (FSA), Dependent Care Assistance Program (DCAP); (Post-tax) AD&D, Disability, Group Long-Term Care, Voluntary Additional Life, Permanent Life. Employee paid, CRD Legal	X	X	X	X			X
Life Insurance , \$20,000 ESC-20 paid, CRD Legal	X	X	X	X			X
TRS Long Term Care , Available through TRS. Employee paid, CRD Local. Eligible to all <u>TRS members</u>	X	X	X	X	X		X
403(b)/457(b) Tax-Sheltered Account , Employee Paid, CRD Legal	X	X	X	X	X	X	X
Paid Leave-Holidays , DEB Leaves/Absences	X	X	X				Dependent on hours
Paid Leave-Family Leave , DEB Leave/Absences	X	X					Full-time only
Paid Leave-Vacation , DEB Leaves/Absences	X						Full-time only
Paid Leave-State Personal Leave , DEB Leaves & Absences. ALL State Personal Leave is dependent on hours worked and/or if working in ISD	X	X	X	X			

ESC-20 Benefits Eligibility Chart

Benefits Effective 9/1. Subject to change at any time with approval of the Board of Directors. All benefits are based on eligibility criteria. Failure to return required paperwork or report changes to the Center may result in waiver of benefits. X = benefit available if criteria is met.	Full-time, 12-month, 37.5 hrs/wk	Full-time, less than 12 month, 37.5 hrs/wk	Part-time, fixed rate (% salaried). Professional only, >18.75 hrs/week	Part-time, >18.75 hrs/week	Irregular-schedule positions, AE part-time & Migrant Tutors part-time	Temporary (working less than 4.5 months)	Retirees, based on number of hours working
Sick Leave Bank , Available after 1 yr employment; max 20 days, DEB Leaves/Absences	X						Full-time only
Family & Medical Leave , Available after 1 year employment and at least 1,250 hours over the previous 12 months, DEB Leaves & Absences	X	X	X	X	X		X
Social Security - ESC-20 matching employee contribution 7.65%, CFAA Legal	X	X	X	X	X	X	X
Teacher Retirement System (TRS) : 7.7% employee contribution, .65% employee contribution to TRS Care. 6.8% State contribution. Exception: TRS Retirees, temporary unless w/ISD	X	X	X	X	X, if current member; combined hours	X, if current member; combined hours	
Critical Area Stipend for eligible positions– must meet eligibility criteria , \$125/month, DEA Salary System Administration	X	X	X	X			X
Cell Phone Supplement \$40/month, Associate Directors, Component Directors, Positions with Special Requirements, must meet eligibility criteria. DEA Salary System Administration	X						
Internet Access Allowance , \$15/month, Associate Directors, Component Directors, Positions with Special Requirements, must meet eligibility criteria, DEA Salary System Administration	X						
Workers' Compensation , CRE 5.5.1	X	X	X	X	X	X	X

9/1/2016