



Summary of Benefits

EMPLOYEE INSURANCE		LEAVE	
Presbyterian (PPO)	SFCC pays greater portion of monthly premium. Premium based upon annual salary.	Vacation	20 days per year for full-time employees. Pro-rated for part-time employees.
Blue Cross/Blue Shield (PPO)		Sick	12 days per year for full-time employees. Pro-rated for part-time employees.
Dental		Paid Holidays	7 days per year
Vision		Winter Break	Last 2 weeks of December – approximately 9-11 days – paid time in addition to Vacation.
\$50,000 Basic Life Insurance		No cost to employee.	Fitness Release Time
Additional Life Insurance	Optional, paid by employee.	OTHER BENEFITS	
RETIREMENT		Employee Educational Benefit (EEB)	Employee or near relative can take 5 credit hours of classes per semester. Adjunct (part-time) faculty – 1 class during semester contracted to work.
Educational Retirement Board (ERB) – State mandated 401A Defined Benefit Plan.	State mandated retirement plan based upon annual salary. SFCC pays greater portion of premium.	Liberty Mutual	10% discount on auto insurance and 5% discount on home insurance in addition to all other applicable discounts.
ARP – 401A defined benefit plan.	Optional retirement plan with limited eligibility.	AFLAC	Optional, paid by employee.
TIAA-CREF – 403B Supplemental Plan.	Optional plan available to all SFCC employees.	Flex Spending Account	Optional, paid by employee.
Deferred Compensation Plan – 457 Supplemental Plan.	Optional plan available to all SFCC employees.	Section 125	Pre-tax payroll deduction for medical, dental, and vision only.