Lawson State Community College

LSCC

Employee Benefits Program
<table>
<thead>
<tr>
<th>Summary of Benefits</th>
<th>Instructor</th>
<th>Non-Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sick Leave</strong></td>
<td>1 Day (7 hours)</td>
<td>1-Day (8 hours)</td>
</tr>
</tbody>
</table>
| **Annual Leave**    | N/A (off between terms) | 0-4 years: 8 hours per month  
5-9 years: 10 hours per month  
10-14 years: 12 hours per month  
15-19 years: 14 hours per month  
20+ years: 16 hours per month  
*Annual leave exceeding 480 hours will be forfeited after August 31 of each leave year.* |
| **Personal Leave**  | 35 Hours (converts to sick leave if not used) | 16 Hours (converts to sick leave if not used) |
| **Emergency Leave** | N/A | 24 hours (all other leave must be exhausted) |
| **Holidays**        | 14 (5 locally assigned) | 14 Days (5 locally assigned) |
| **Retirement**      | Employee Rate: 7.50% (Tier 1)  
Employer Rate: 11.71% (Tier 1)  
Employer Rate: 11.10% (Tier 2) | Employee Rate: 7.50% (Tier 1)  
Employee Rate: 6.00% (Tier 2)  
Employer Rate: 11.71% (Tier 1)  
Employer Rate: 11.08% (Tier 2)  
**FLC:**  
Employee Rate: 8.50% (Tier 1)  
Employer Rate: 7.00% (Tier 2) |
| **Health Insurance**| $177.00 monthly/family coverage.  
$15.00 monthly/single coverage. (Additional $28.00 per month for smokers)  
If an employee elects not to enroll in medical coverage, he/she may choose to enroll in the supplemental plans free of charge: hospital indemnity, cancer, dental, and vision.  
*Options with Medical are $38.00 each with the exception of dental which is $45.00* | $177.00 monthly/family coverage.  
$15.00 monthly/single coverage. (Additional $28.00 per month for smokers)  
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*Options with Medical are $38.00 each with the exception of dental which is $45.00* |
| **Tuition Assistance at 2-Year Colleges in Alabama (Employees and Dependents)** | 1/3 waived after 1st year  
2/3 waived after 2nd year  
100% waived after 3rd year | 1/3 waived after 1st year  
2/3 waived after 2nd year  
100% waived after 3rd year |
| **Sick Bank**       | Deposit 5 days to join | Deposit 5 days to join |
| **Direct Deposit**  | Eligible for Direct Deposit | Eligible for Direct Deposit |
| **Voluntary Employee Benefits** | AEA (205) 568-9858  
Representative: Brenda Thompson  
Representative: Brenda Thompson  

*Note: If an employee has any service prior to January 1, 2013, the employee will be classified as a Tier 1 participant. Employees hired on or after January 1, 2013, are classified as Tier 2 participants.*

Tier 1: Employee may retire after 25 years of service or upon attaining age 60 with at least 10 years of service.
Tier 2: Employee may retire after 10 years of service and the attainment of age 62.

After an employee is eligible for retirement, sick leave may be applied toward retirement. If employee leaves the system before becoming vested, he/she may withdraw all deposits. If an employee dies while covered by the Retirement System, and before retirement, his/her beneficiary receives $15,000 life insurance, one year’s salary, and all payments made to the Retirement System.

**Regular Full-time employees are contracted for 260 days**

**Full-time faculty are contracted for 175 days plus Summer Term (if applicable)**