
EAP

Providence Employee Assistance Plan is a confidential short-term counseling and referral service provided at no cost. Call 503-215-3561 or 1-800-255-5255

TUITION WAIVERS

Tuition will be waived for all full-time and retired faculty, spouses, domestic partners and IRS dependents.

PAID LEAVES

- *Holidays* which are paid during the basic service calendar, are as follows: Veterans' Day, Thanksgiving Day and the following Friday, Martin Luther King Day, and Memorial Day.
- *Professional, Conferences of Affiliates, Jury Duty, Death in Family, Military Duty, Personal/Emergency Leave, Parental Leave, Workers' Compensation and Family Medical Leave.* (Faculty contract: Article 6 & 7)
- *Sabbatical Leave:* May be granted for the purpose of research, writing, advanced study, travel, or any other activity that will better fit the individual for service to CCC. On October 1, the Human Resource Office notifies the eligible faculty. (See Article 17 of the Faculty contract for more information.) Faculty may be eligible to apply for a sabbatical leave of up to one academic year after completion of six years of continuous service.
- *Sick Leave:* Annual sick leave accumulates for an unlimited number of days, at the rate of ten days per academic year. Ten days (80 hours) sick leave is granted at the beginning of each year. An annually contracted new hire can transfer one-half of their accumulated sick leave, if the employee was in continuous employment at another school district or community college in the state of Oregon.

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

- Employee must be employed six months before becoming a member.
- Employer contribution is based upon the recommendations of PERS.
- Employer pays employee contribution of 6% of monthly gross income.
- Vested after five years or age 50, whichever occurs first.
- Membership handbooks are available in Human Resources.

EARLY RETIREMENT

If an employee is eligible for PERS retirement and has 12 years of service at CCC, the following benefits will be offered:

- Medical and dental insurance coverage, to age 65, for employee.
- Medical and dental insurance may be available for dependents.
- Life Insurance policy of \$50,000, to age 65.
- Potential monthly stipend or a one time stipend between ages 62 -64.
- Tuition Waivers for self, spouse and IRS dependents.

FURTHER EMPLOYMENT DETAILS

- Administrative Regulations
- Board Policy Manual

Clackamas Community College Human Resource Office

19600 S. Molalla Avenue
Oregon City, OR 97045
Phone: (503) 657-6958
Fax: (503) 650-7348

FACULTY

BENEFITS SUMMARY

CONTRACT 2007 - 2010



FACULTY BENEFITS

BASIC SERVICE CALENDAR

Contracts for faculty who are on a schedule varying from the basic 175-day service contract (includes 5 paid holidays) must have the dates of service specified in individual contracts.

1. When do you report to work? The board will set the date and it will be stated in faculty contracts. Generally, the first day worked will be the Monday before classes begin for fall term.

2. When is the final day of employment for the current fiscal year? Summer break/vacation shall begin the Monday following spring term finals week.

STEP MOVEMENT

Step movement requirements:

- Step “3” upon completion of two years at Step “4”.
- Step “2” upon completion of three years at Step “3”.
- Step “1” upon completion of five years at Step “2”.
- Step “0” upon completion of seven years at Step “1” or a Doctorate and ten years experience as an annually contracted faculty member at CCC or fifteen years as an annually contracted faculty member at CCC with no unsatisfactory evaluations.

Step advancement will be automatic unless an unsatisfactory administrative evaluation occurs, and is not adequately corrected, in either of the two years prior to advancement.

FRINGE BENEFIT PACKAGE

Health, dental, long term disability, and life insurance are required benefits. A monthly benefit package is provided to assist with the cost of these benefits for the employee. Health and dental insurance is available for family members and domestic partners at the college’s group rates. Any additional amount over the college’s package may be tax-sheltered (with the exception of domestic partners) and is automatically deducted from the employee’s paycheck.

Four health plans to choose from:

- *Health Net HMO (has vision coverage)*
- *2 - Health Net PPO*
- *Kaiser HMO (has vision coverage)*

Life & Accidental Death and Dismemberment Insurance:

- *Group Term Life*
- *\$50,000 Policy Rate - \$15/MO*

Long-Term Disability:

- *66% of gross monthly wage*
- *Policy premium rate = .0044 X mo. salary*

Oregon Dental Service (ODS):

- *Dental insurance coverage includes a \$1000 comprehensive orthodontic benefit supplement.*

Willamette Dental Service:

***No annual maximum
\$10.00 co-payment***

IRC FLEX 125 PROGRAM

Expenses that can be sheltered and paid with pre-tax dollars:

- Excess health and dental premium costs above the fringe package.
- Out-of-pocket medical/dental expenses
- Dependent child care expenses

ADVANCED DEGREE PROGRAM

- 1/3 tuition paid by employee, 1/3 tuition paid by CCC, and 1/3 tuition waived by Marylhurst University.

If an employee’s area of study is not offered at Marylhurst, CCC will pay 1/3 of the tuition at the college of employee’s choice. (If the tuition, at the college of employee’s choice, is higher than that of Marylhurst, CCC pays only the amount equivalent to 1/3 tuition at Marylhurst rates.)

PROFESSIONAL IMPROVEMENT FUNDS

The Board allocates funding for travel, tuition, and fees incurred in enrolling and attending courses at other institutions (with the approval of the appropriate Dean).

- Faculty Travel: \$600 per year, per employee, (increases yearly by the previous calendar year Portland area CPI-U)
- Professional Development: \$1500 per employee over a 3-year period.

DUES AND OTHER PAYROLL DEDUCTIONS

Upon written request from the faculty member, the college shall deduct from the salary of any member and make appropriate remittance for the following approved deductions:

- Dues (amount certified by the Association), Savings Bonds, Tax Sheltered Annuities (a list of approved companies is available in Human Resources), CCC’s group insurance programs, IRC Flex 125, Long-term care, Pre-Paid Legal, CCC Foundation, United Way, Credit Union or any other benefit program approved by the College Board.