

TOTAL REWARDS SUMMARY
STAFF (GRANT)

There are plenty of places to find employment, but at Valencia, you'll find fulfillment. Valencia College is committed to providing employees with a competitive and comprehensive total rewards package. Your total rewards include significantly more than just your base pay. Our total rewards program offers a wide-ranging combination of pay, benefits, professional development, and work/life balance in a meaningful, collaborative work environment.

FLEXIBLE BENEFIT OPTIONS THROUGH THE STATE OF FLORIDA STATE GROUP INSURANCE PROGRAM

As a member of the Florida College System, Valencia College participates in the State of Florida's State Group Insurance Program (SGIP). The SGIP offers and manages a comprehensive package of health and welfare insurance benefits for eligible active employees and their dependents, including health, dental, vision, life, and supplemental insurance plans and savings and spending accounts.

\$25,000 TERM LIFE INSURANCE PAID BY THE COLLEGE

Valencia pays 100% of premium costs for employees' base life insurance. Supplemental insurance is also available at group rates for an additional cost to the employee. Newly eligible employees can purchase up to 5 times your annual salary guaranteed, or up to 7 times your annual salary with evidence of insurability, not to exceed a maximum of \$1,000,000.

LONG TERM DISABILITY

Valencia College offers Long-Term Disability (LTD) insurance through The Hartford for full-time employees. There is a one-time guaranteed issue of coverage if you enroll during your initial benefits eligibility.

WORK/LIFE BALANCE WITH GENEROUS PAID TIME OFF

- **Vacation Leave is earned at the rate of 12 to 18 days per year** depending upon length of service at the college
- **Sick Leave is earned at the rate of one (1) day per month** – unlimited accrual
- **Four (4) Personal Days per fiscal year** – deducted from sick leave accrual
- **Holidays** – Winter break, Spring break, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and the day after Thanksgiving
- **Additional paid time off during the College's during the designated summer work schedule**
- **Eligibility for sick leave pool membership** – after twelve (12) months of consecutive full-time employment and an accumulated sick leave accrual of ten days (80 hours)

MEMBERSHIP IN THE FLORIDA RETIREMENT SYSTEM (FRS) OR THE FICA ALTERNATIVE TO SOCIAL SECURITY PLAN

If a temporary grant position is expected to continue for six months or longer, the employee is required to participate in the FRS with the same retirement options as employees who are assigned to regularly established college funded positions. If a grant position is expected to be less than six months, the employee is enrolled in the College's FICA Alternative to Social Security Plan. These employees will then be converted to participation in the FRS if the grant position extends to six months or longer.

- **Florida Retirement System (FRS):** Both the college and the employee contribute toward retirement in FRS upon employment with Valencia. Currently, the employee contribution is 3% and the employer contribution varies depending on fiscal year legislation. You also have the opportunity to participate in either the FRS Pension Plan or Investment Plan. The vesting requirement is 6 or 8 years for the Pension Plan (dependent upon initial date of enrollment into the FRS) or one year for the Investment Plan.

Employees who elect the FRS Investment Plan have a total contribution of 11.3% deposited to their investment account—of which 3% is employee contribution and 8.3% is employer contribution.

- **FICA Alternative to Social Security:** (Grant positions less than six months) Members are automatically enrolled in the 401(a) FICA Alternative Plan where 7.5 percent of gross earnings will be placed in a tax-sheltered annuity, in lieu of the current 6.2 percent Social Security contribution, for employees who would not otherwise be eligible for defined retirement plans. Valencia's FICA Alternative Plan is currently administered by Corebridge Financial (formerly AIG Retirement Services), with flexibility in investment fund options available.

This summary is intended as an overview and is subject to revision. Full details are contained in the applicable summary plan details and Valencia College policies and procedures.



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ADDITIONAL RETIREMENT SAVINGS OPPORTUNITIES

Valencia has partnered with Corebridge Financial (formerly AIG Retirement Services) to administer and provide the best benefit programs for Valencia employees. Through our partnership with Corebridge, employees have access to a variety of services to help plan, save and invest for retirement, including financial advising and educational workshops. Build your retirement portfolio by investing in the 457(b) or 403(b) voluntary plans. Plans offer immediate vesting and are portable, which means they can be rolled into investment options. You can choose pre-tax and/or post-tax contributions.

YMCA OF CENTRAL FLORIDA MEMBERSHIP BENEFIT

Valencia will subsidize 20% of every employee or household membership with the YMCA, including existing memberships. Joiner's fees are also waived. As a YMCA member, you will receive additional discounts on many programs, including summer camp, youth sports, swim lessons, and others.

WORK/LIFE BALANCE RESOURCES

The Employee Assistance Program provides assistance to employees and their families to resolve personal challenges, including family, life, work-related, legal or financial issues. ID theft/fraud resolution services are also included.

EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- **Employee Development Funds:** After six continuous months of full time employment, employees are eligible for tuition up to 30 credit hours per fiscal year at Valencia College, if degree seeking or seeking a technical/training certificate; AND up to \$1,400 dollars per fiscal year for eligible professional development, such as such as conferences, workshops, seminars and webinars; tuition reimbursement from another United States regionally accredited higher education institution; professional licenses, certifications, exams, membership fees; subscription to development publications; required materials/supplies associated with approved professional development program (as part of registration); or a combination of professional development and Valencia non-degree seeking courses.
- **LinkedIn Learning:** LinkedIn Learning is an award-winning industry leader in online training, with a digital library of more than 6,000 courses covering a wide range of technical, business, software and creative topics. These trainings give employees the opportunity to refine or develop professional skills, learn new software and explore other areas as they plan for career growth.
- **Valencia EDGE:** Designed to help with Employee Development, Growth and Engagement, this online portal offers access to customized Valencia courses and in-person workshops that are held virtually or on Valencia campuses.
- **Educational Recognition Award:** This program celebrates non-instructional employees who have been employed in a full-time position for a minimum of six months and who have subsequently earned a degree from a regionally accredited institution. The College awards employees a one-time, lump-sum payment for this accomplishment, as long as the degree is not a required qualification of the employee's current position.

SPOUSE/DOMESTIC PARTNER AND DEPENDENT TUITION BENEFITS

(Dependent on duration of grant) After six continuous months of full time employment, the employee's spouse/domestic partner, and/or dependents age 26 or under are eligible to register for a maximum of 30 credit hours per fiscal year toward credit and non-credit courses at Valencia College.

OTHER VALENCIA COLLEGE REWARDS

- **Free LYNX Bus Transportation:** Interested in ridesharing or sustainable transportation? Valencia has partnered with LYNX Transportation to offer free bus transportation for all Valencia faculty, staff and students.
- **Microsoft Office 365 for Personal Use:** Available for all current Valencia College faculty and staff. Office 365 accounts are active for the duration of active employment.
- **Discounts on Valencia Arts and Entertainment Events:** Through Valencia's Arts and Entertainment program, employees have the chance to attend award-winning plays, dance presentations and theater performances – all for a discounted price and often for free.
- **Access to Campus Library Services:** Valencia employees have full access to all library and database services on campus. The library is your resource for research, personal enrichment or leisure reading.
- **Access to Valencia's Dental Hygiene Clinic:** Valencia's fully accredited dental hygiene program provides preventive dental hygiene services to faculty, staff, students and the general public – often for less than an insurance copay.

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