



Fulton-Montgomery
Community College

ADMINISTRATOR BENEFITS SUMMARY



Health Insurance: Option to enroll in our health insurance plan and 90% premiums paid by College NY 44 Health Benefit Trust (MVP network). Opt-out stipend is available.

Life Insurance: Option to enroll in a group life insurance plan at no cost to the employee. The College agrees to maintain in full force and effect the existing life and liability insurance coverage at two times the annual compensation level.

Vision Care: Benefits offset costs for exams, frames, lenses, and other services.

Retirement Plans: Choice of three retirement plans:

1. Optional Retirement Program
2. NYS Employees Retirement System
3. NYS Teachers Retirement System (for administrative jobs related to teaching)

Day Care: Dependents are eligible for affordable, on-campus day care provided by the YMCA.

Student Loan Forgiveness: FM participates in the Federal Student Public Service Loan Forgiveness Program and eligible staff may have certain federal loans waived.

Vacation: Vacation days shall be taken in the year earned. However, up to ten (10) days may be carried forward upon approval of the President. Vacation days are accrued as follows:

- Date of hire through 5 years of continuous employment as an Administrator: 20 vacation days/year (1.667 per month).
- For the first year, vacation time will be prorated based on the original date of hire.
- More than 5 years of continuous employment as an Administrator: 25 vacation days/year (2.083 per month).

Sick Leave: Annual sick day credit shall be fifteen (15) days with an allowable accumulation of not more than 220 days. For the first year, sick time will be prorated based upon the original date of hire.

Personal Leave: Personal leave shall not exceed four (4) days in any year and is not cumulative.

Bereavement: Each administrator is entitled to three (3) consecutive days of leave in the event of the death in his/her immediate family.

Tuition Waiver: Employee and employee dependents are granted tuition-free entrance to credit and non-credit courses.