



Fulton-Montgomery
Community College

EDUCATIONAL SUPPORT PERSONNEL FRINGE BENEFITS



HEALTH INSURANCE: Option to enroll in our health insurance plans: NY44 Trust (MVP network)

- New Employees shall contribute 10% of the premium cost. A stipend ranging for \$30–\$150/month is available for those that decline participation.

VISION CARE: Benefits offset costs for exams, frames, lenses, and other services.

RETIREMENT: New York State Employees Retirement System. (Employees new to ERS contribute a minimum of 3% of gross pay).

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.

SICK LEAVE: Each full-time employee shall accumulate sick leave at the rate of (1) working day for each month of service (12 per year) to and accumulated total of 180 days.

PERSONAL LEAVE: 5 days per contract year. This amount is prorated during first year.

VACATION LEAVE: New Employee: Each new employee shall be entitled to Five (5) days' vacation after six (6) months of service; shall be entitled to ten (10) days' vacation after one (1) year of service (provided the employee has not taken any vacation at the end of the college fiscal year following his/her anniversary). Thereafter, the employee shall follow the schedule of employees with one year or more of service with a maximum of 28 days of vacation for all fulltime employees with 20 or more years of continuous service.

BEREAVEMENT LEAVE: 3 Consecutive days for immediate family. "Immediate Family" includes parent, child, spouse, brother, sister, grandparent, grandchild, in-law, step family, or any relative living in the household of the employee. One day of leave for attendance of funerals of aunt, uncle, niece and nephew.

HOLIDAYS: 17 days—Paid holidays

MATERNITY LEAVE: Maximum of one (1) year without pay

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

LIFE INSURANCE: No-Cost Coverage 2 times current salary—Refer to the Negotiated Agreement for details regarding these benefits.