



# Sentinel Benefits

## Time & Leave

### **Holidays**

The following holidays are observed by NFC

- New Year's Day
- M.L. King Day
- President's Day
- Spring Break (3rd week in March)
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving – Wednesday, Thursday & Friday
- Winter Break (Starts day after Graduation in December)

### **Retirement**

North Florida College Sentinels participate in the Florida Retirement System. The College makes a retirement contribution along with the Sentinel 3% participation as required by the Florida Retirement System. A Sentinel is vested after earning eight (8) years of creditable service or 1 year based on the plan chosen. Sentinels can also contribute to a 457b through the State of Florida Deferred Compensation Plan. There is a traditional (pre-tax) option and a ROTH (post-tax option). NFC does not match any contributions made by the Sentinel.

### **Travel**

Budgetary provisions permit reimbursement for travel to conferences, meetings and workshops that benefit both the individual and College. Per Diem/reimbursement and travel allowance are available when travel has been authorized.

### **Annual Leave**

Full-time Sentinels (employed on a 12-month basis) accrue annual leave one (1) day per month. The amount of days earned increases based on longevity at the College.

### **Sick Leave**

Full-time Sentinels accrue one (1) day per month. Sick leave may also be used for illness or death of an immediate family member. Two (2) sick days (per year) can be used for personal reasons.

### **Sick Leave Pool**

NFC has a Sick Leave Pool established to help incapacitated full-time Sentinels whose leave has been exhausted. Participation is voluntary after completing one year of continuous full-time employment. Other rules pertain. See Employee Services for details.

### **Military Leave**

Outlined in Board Policy.

### **Family and Medical Leave**

The Family Medical Leave Policy provides "eligible Sentinels" the right to take unpaid (paid leave if it has been earned) for up to twelve weeks during a 12-month period. Health benefits are maintained while on leave. See Employee Services for more details.

### **Sabbatical Leave**

Eligible Sentinels may apply for Sabbatical Leave subject to established policies and procedures of the College.

## Insurance

### **Medical**

NFC offers full-time Sentinels and their dependents health care insurance through the Division of State Group Insurance (DSGI). Partial premium paid by the Sentinel and the remainder paid by NFC.

### **Dental Insurance**

NFC offers full-time Sentinels and their dependents dental insurance through the DSGI, paid by the Sentinel.

### **Vision Insurance**

NFC offers full-time Sentinels and their dependents vision insurance through the DSGI, paid by the Sentinel.

### **Life Insurance**

Each full-time Sentinel receives a \$25,000.00 term life insurance policy through DSGI paid by NFC. In addition, The College will also provide a term life policy equal to one (1) year's salary.

### **Accidental Death and Dismemberment/Long-Term Disability Insurance**

Each full-time Sentinel receives an Accidental Death and Dismemberment and a Long-Term Disability policy paid by NFC not to exceed one (1) year's salary.

### **Additional Supplemental Plans**

There are optional policies available for Life, Short Term Disability, Hospitalization, Cancer, etc. through DSGI at the Sentinel's expense.

### **Workers Compensation**

All Sentinels are covered by Worker's Compensation Insurance.

## Extras

### **Fee Waivers for College Classes at NFC**

Full-time Sentinels who have been employed at least six (6) months are eligible, and their dependents, to attend classes at NFC with a fee waiver.

### **Sentinel Development**

Staff and Program Development funds are allocated by the Legislature for major projects, workshops, individual projects, and in-service training. All funds must be requested prior to training or travel.

### **Use of Fitness Center**

Sentinels and their dependents may use the Colin P. Kelly Fitness Center free of charge.

### **Direct Deposit**

Direct Deposit is available to any bank or financial institution.

### **Other Benefits**

Sentinels are eligible to join the local Madison Credit Union as well as Florida Commerce Credit Union and Vystar Credit Union.