



	2.09
2.09.01 Grant-Funded Support Staff Benefits	<i>Adopted: October 12, 2010</i>
	<i>Reviewed: September 14, 2010; July 12, 2011; November 12, 2013; October 11, 2016; January 10, 2017; February 14, 2017, June 6, 2017; December 14, 2021; June 14, 2022, June 13, 2023; February 13, 2024</i>
	<i>Revised: July 12, 2011; November 12, 2013; October 11, 2016; January 10, 2017; June 6, 2017; December 14, 2021; June 14, 2022, June 13, 2023; February 13, 2024</i>

All grant-funded support staff benefits listed below will be pro-rated for any employee working less than 2080 hours per fiscal year as specified below*.

Employees working 90% full-time equivalency will receive earned benefit time equal to 90% of a full-time employee.

Employees working between 75% and 89.9% full-time equivalency will receive earned benefit time equal to 75% of a full-time employee.

Employees working between 50% and 74.9% full-time equivalency will receive earned benefit time equal to 50% of a full-time employee.

Employees working less than 50% full-time equivalent may qualify for ~~College Support Staff Grant~~

	Upon Employment	15 sick days per fiscal year (5 of which can be used as personal days); accumulated to a maximum of 220 days for employees with less than 15 years continuous service and hours 365 days for employees with 15 or more years of continuous service
	Upon Employment	See Board Policy 2.13.19.06 Personal Leave
	Upon Employment	See Board Policy 2.13.19.01 Bereavement Leave



Less than 1 year	10 days pro-rated (contact Human Resources for details)
1 st July 1 after hire date thru 4 th July 1 after hire date	15 days
5 th July 1 after hire date thru 9 th July 1 after hire date	20 days
10 th July 1 after hire date and more	21 days
Starting July 1, 2023	Unused vacation days may be carried over from year-to-year up to a maximum of 20 days.

If any portion of an employee's compensation is funded by a grant or other funding sources, the terms set forth by the grant or funding partner will determine if the payout of vacation hours is permitted from the grant. If the grant cannot cover the payout, institutional fund(pe)4 (JT*[t qt)-24 567 Tm(U). A) (

Separation from Employment



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Upon Employment Three (3) 'floating holidays' to be applied to the holiday period in late December, (between the observation of the Christmas holiday and New Year's holiday). If the College elects to 'close' campus during this period, these days would automatically be applied to this period and any eligible, benefited, employee would receive compensated time off during this closure. If the College elects not to close during this period; those days would be available to any eligible benefited employee during the period.

State Universities Retirement System (SURS)	Upon Employment	Mandatory deduction of 8% (pre-tax) contributed to the plan of your choice