



# Total Rewards Summary

There are plenty of reasons to work at Lake-Sumter State College (LSSC) like finding true and lasting fulfillment in your job, a great work/life balance and a family friendly atmosphere but we'd also like you to consider your Total Rewards. What are Total Rewards you ask? Total Rewards is the combination of benefits, compensation, and rewards that employee receive from their employer. As an LSSC employee, you will be provided the following rewards:

## Health Insurance Plans

Through the [State of Florida Health Insurance Plans](#), Lake Sumter State College offers a variety of comprehensive health coverage plans including dental, vision, and other supplemental plans to meet the needs of each individual family. Each plan is focused on helping you and your family stay healthy by accessing a robust health care plan at your fingertips as part of your total compensation package. To access the latest information and learn more, please review the [State of Florida Benefits Guide](#).

## \$25,000 Term Life Insurance

Through the [State of Florida Health Insurance Plans](#), the Lake Sumter State College offers a variety of [Life Insurance Plans](#) including a \$25,000 basic group term benefit paid 100% by the College. Supplemental insurance plans, dependent spouse term life and dependent child term life insurance plans are also offered at an additional cost to the employee.

## Employee Assistance Program

[Acentra Health](#) is a complimentary Employee Assistance Program (EAP) that offers free services to full-time College employees, household family members and dependents. EAP provides an abundance of resources to help employees manage personal and professional challenges by connecting with a highly qualified counselor for in-person, phone or video counseling sessions. EAP service counselors are available 24 hours a day, 7 days a week, 365 days a year to deliver professional and confidential counseling services to support employees' well-being. EAP offers monthly webinars, online training, wellness articles and much more to ensure employees have the resources available for everyday situations.

## Work/Life Balance with Generous Paid Time Off

- Vacation and Sick Leave is earned at the rate of at least one (1) day per month depending upon length of service at the College or State of Florida. *Please refer to - [LSSC Admin Pro 5-11 - Leave](#)*
- 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.
- Eligibility for Sick Pool leave after 1 year of employment and accumulated 9 days of sick leave is earned at 1 day per month – *Please refer to - [LSSC Admin Pro 5-08 - Sick Leave Pool](#)*
- Additional paid time off during the College's designated summer work schedule.
- Paid Parenting Leave - after one continuous year of service; up to two weeks of paid leave following the birth or adoption of a child.
- Holidays – The annual [LSSC Personnel Calendar](#) lists approved holidays including Spring Break, Martin Luther King Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Veterans Day, and Thanksgiving Day and Winter Break.

## Retirement Program Membership

[Florida Retirement System](#) (Full-Time Employees) - Both the college and the employee contribute towards retirement in FRS upon employment at LSSC. 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 the Investment Plan. The vesting requirement is 6 to 8 years for the Pension plan (dependent upon initial date of enrollment into the FRS) and one (1) year for the Investment Plan. Employees who elect the Investment Plan have a total contribution of 11.3% deposited into their investment account - of which 3% is employee contribution and 8.3% is employer contribution.

### **Administrator and Faculty – Optional Retirement Program**

Administrators (Directors, Deans, Vice Presidents, and President) and Faculty (including Librarians) have the choice of participating in either FRS or an Optional Retirement Program. The contribution is made by the College and the employee. Employees contribute 3% of their yearly retirement earnings which are deducted as a pre-tax deduction from their paycheck to the FRS plan of their choice. (You have 30 days from the date of hire to choose either a regular Florida Retirement System (FRS) or an optional retirement plan (TIAA-CREF, AXA, VALIC, MetLife) for your retirement program.

### **Additional Retirement Savings Opportunity**

Lake Sumter State College has partnered with [TSA Consulting Group](#) to administer and provide the best financial benefit programs available to full-time employees. Through our partnership, employees have access to a variety of service providers who can 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.

### **Tuition Waiver**

Upon completing 90-days of continuous service as a full-time employment, the employee's spouse, and/or dependents age 23 or under are eligible to receive paid tuition for up to 2 classes per term toward credit courses at the College. *Please refer to - [LSSC Board Rule 6-08](#)*

### **Work/Life Balance Resources**

Flexible work hours, remote work options, and initiatives to support employee wellness such as employee health screenings and mental health resources.

### **Professional Development**

Employees are encouraged to participate in classes offered by faculty or staff, as well as professional seminars relevant to their roles and other developmental programs. For further information, please contact the Human Resources office of Recruitment & Organizational Development.

The Department of Teaching and Learning offers professional development to the faculty team on educational technology, artificial intelligence, and the art and science of teaching and learning. From onboarding to ever boarding, you'll also have access to mentoring, first-year faculty experiences, and ongoing opportunities to sharpen your skills and connect with colleagues.

### **Discounted Tickets**

Employees can take advantage of discounted tickets to concerts, sporting events, festivals, and theme parks through various platforms such as [TicketsatWork](#), [MyLifeExpert.com](#), and individual [health plan](#).

### **FICA Alternative to Social Security (Part-Time Employees and Adjuncts only)**

As an alternative to Social Security, part-time, temporary and seasonal employees are automatically enrolled in [BENCOR](#), 401 (a) FICA Alternative Plan where 7.5% of gross earnings will be placed in a tax-sheltered annuity. Contributions to the plan are deducted from each employee's wages and are income tax-deferred and invested in accordance with each employee's direction.

### **Access to Campus Libraries**

The College has partnered with Lake County Public Library to provide employees access to libraries on campus.

### **Free Parking at Campuses**

Parking at any campus is at no cost. Employees will receive a parking pass upon starting their employment.

### **Public Transportation**

There are 2 Metro stops at Leesburg campus, one in front of Leesburg and the other located on the rear parking lot of the campus. There is a metro stop on the Southlake campus in front of the college.

### **Community and Engagement Programs**

LSSC offers employees an opportunity to be an intricate part of the community by engaging in collaborative partnerships and community service events.