



## **Full-Time Employee Benefits Summary**

### **Benefits (The Basics)**

- Medical & Dental Insurance
- Life Insurance
- Vision Insurance
- Flexible Spending Accounts for Medical and Dependent Daycare
- Long-Term Disability Insurance (LTD)
- 403(b) and 457(b) Retirement
- Oklahoma Teacher's Retirement System (OTRS)

### **Benefits (What makes TCC unique)**

- Employee only premiums covered 100% by TCC for medical, dental, and basic life insurance\* (\*equal to two times your annual salary)
- LTD premiums covered 100% by TCC after two years of continuous full-time employment\*
  - \*May be subject to approval
- After two years of continuous full-time employment, TCC contributes 3% of your salary to your 403(b) retirement account provided you contribute at least 1% of your salary
- TCC contributes up to 7% of all full-time employee's salary and fringe benefits at new hire for professional (mandatory) employees or after two years of full-time continuous employment for staff (optional\*) employees should they elect to participate
  - \*College will pay 3.5% of the employee's contribution, and the employee will be responsible for the other 3.5% before two years of continuous employment for optional employees
- Additional peace of mind protection available with optional supplemental policies such as Spouse Life, Dependent Life, Critical Illness, Cancer Insurance, and additional employee coverage levels for life insurance

### **Leave**

**If you are looking for work-life balance, then TCC is the place to be. In addition to recognizing seven national holidays, we also provide the following:**

- Paid Vacation (14 days for Staff and 22 days for Professional Staff)
  - Employees receive pro-rated amount during the first year of employment
  - Employees may roll over unused vacation (limits may apply)
- Extended paid holiday breaks such as additional days for Thanksgiving & for Winter break (Possible five-day Spring Break in March pending annual approval by College President)
- Eight hours of Community Service Leave per year\* (\*does not accrue)



## Professional Development Opportunities

**Tulsa Community College is fully committed to helping you develop your skills both now and for the future. See below for some of the ways we are helping our employees to learn and grow.**

- 24/7 access to comprehensive in-house online training system with over 6,000 online courses, videos, and books on a variety of topics
- Opportunity to access & participate in a comprehensive leadership development program for managers and supervisors
- Opportunity to attend a wide selection of additional in-person classroom training offered consistently throughout the year on each campus to further assist you with your career goals
- Attend and participate in the annual Convocation and Professional Development Day to hear speakers and attend workshops on various topics with all full-time TCC employees
- Opportunity to participate in a variety of councils and committees to actively provide input and communicate ideas in order to grow and strengthen TCC for today and tomorrow
- Direct access to executive leadership through attendance of various town hall type meetings held on a regular basis

## Additional Benefits

**There are so many great reasons to join the TCC family we had to create a whole new category to share them with you. Check out just some of the additional perks that will be at your fingertips once you become part of the “TCC Blue”.**

- Educational Assistance- Eligibility for tuition and fee waivers for credit classes taken at TCC (Waiver covers the cost of tuition and fees, only)
  - Maximum nine credit hours per each Fall & Spring Semester
  - Maximum six credit hours per Summer Semester
  - May share maximum credit hours with eligible dependents
- Complimentary memberships to TCC Fitness Centers
- Comprehensive Employee Assistance Program (EAP) that provides counseling and work-life services such as child and eldercare referrals, financial and legal consultation, and more
- Opportunity to volunteer and engage with the community by taking part in various community service events such as the Tulsa Run, Paint the Zoo Blue, TCC New Student Orientation, TCC History Day, etc.
- Discounts at participating retailers, restaurants, hotels, cell service providers, and more