

COMPENSATION AND BENEFITS
FRINGE BENEFITS

DEB
(LOCAL)

**Employee Tuition
Vouchers**

Eligible College District employees may take College District classes tuition-free within the approved budget in accordance with administrative regulations.

**Teacher's
Retirement System
for Adjunct Faculty**

For adjunct faculty eligible to participate in the Teacher's Retirement System (TRS), the College District shall fund employer contributions for health insurance at the same rate as all of the employees working similar hours.

Sabbatical

The College President may grant sabbatical leaves to employees, provided that employees granted such leaves:

1. Have been employed at the College District for at least one year;
2. Comprise no more than two percent of their employee category; and
3. Agree to return to the College District for a period at least as long as the leave period, or to repay all money they were paid by the College District while on leave.

After a sabbatical has been taken, uninterrupted service following that sabbatical must be at least six times the length of that sabbatical before another sabbatical can be taken. Faculty and staff members may be granted sabbaticals of up to one year at full pay. The pay rate shall be reduced if needed to keep total compensation from all sources during the sabbatical from exceeding the employee's base salary.