In addition to benefits provided by law, the Board, within the limits of the resources available to it, shall make provisions for employee benefits. The benefit package shall include:

1. Health, life, disability, and dental insurance on the cafeteria plan. [See CKD(LOCAL)]

2. Leaves and absences. [See DEC(LOCAL)]

3. Vacation and holidays. [See DED(LOCAL)]

4. Faculty sabbaticals. [See DEC(LOCAL)]

5. Free college course enrollment. The College District shall allow each full-time benefits-eligible employee, or the employee’s dependent as defined by IRS regulations, to enroll in one credit or noncredit course per semester at the College District, for a total of three courses per year, provided the course has sufficient enrollment of tuition-paying students and space is available on the last day of registration. Courses shall not be created only for the enrollment of employees or the employees’ dependents.

An employee may schedule job-related courses during his or her regular working hours with advanced approval by the employee’s supervisor.

6. Dependent insurance or TSA. [See CKD(LOCAL)]

7. Academic regalia. The College District shall help defray the cost of either the purchase or rental of academic regalia of up to $75 per individual. Arrangements shall be made through the College District bookstore.

8. Wellness activity scheduling. Wellness activities should be scheduled in such a way that the time is split between the employee and employer in accordance with the following:

   a. Time off for participation in wellness activities shall be limited to one and one-half hours per week.

   b. Supervisors are responsible for approving time off to participate in wellness activities and for ensuring that the number of participants for a single work area at any given time will not limit work flow.

   c. Employees may participate in only one scheduled activity per day.

   d. Any activity sessions that cannot be scheduled to equally divide the time shall be submitted to the College President for approval.
e. Documenting activities shall be as follows:

(1) Classes. Instructors are to maintain attendance records.

(2) Recreation flex time. A sign-in/sign-out sheet shall be provided at the front desk in the physical education lobby.

(3) Well-being seminars and the like. Sign-in sheets shall be available.

9. Retiree health insurance. Health and life insurance shall be provided for employees who retire from the College District. Benefits shall be administered in accordance with approved College District regulations.

Benefits provided by the College District shall be reviewed periodically and amended, as necessary, by the Board upon recommendation of the College President.