

Sentinel Benefits

Time & Leave

Holidays

The following holidays are observed by NFC

- New Year's Day
- M.L. King Day
- President's Day
- Spring Break (3rd week in March)
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving – Wednesday, Thursday & Friday
- Winter Break (Starts day after Graduation in December)

Retirement

North Florida College Sentinels participate in the Florida Retirement System. The College makes a retirement contribution along with the Sentinel 3% participation as required by the Florida Retirement System. A Sentinel is vested after earning eight (8) years of creditable service or 1 year based on the plan chosen. Sentinels can also contribute to a 403b or 457 through TIAA. There is a traditional (pre-tax) option and a ROTH (post-tax option). NFC does not match any contributions made by the Sentinel.

Travel

Budgetary provisions permit reimbursement for travel to conferences, meetings and workshops that benefit both the individual and College. Per Diem/reimbursement and travel allowance are authorized.

Annual Leave

Full-time Sentinels (employed on a 12-month basis) accrue annual leave one (1) day per month. The amount of days earned increases based on longevity at the College.

Sick Leave

Full-time Sentinels accrue one (1) day per month. Sick leave may also be used for illness or death of an immediate family member. Two (2) sick days (per year) can be used for personal reasons.

Sick Leave Pool

NFC has a Sick Leave Pool established to help incapacitated full-time Sentinels whose leave has been exhausted. Participation is voluntary after completing one year of continuous full-time employment. Other rules pertain. See Employee Services for details.

Military Leave

Outlined in Board Policy.

Family and Medical Leave

The Family Medical Leave Policy provides "eligible Sentinels" the right to take unpaid (paid leave if it has been earned) for up to twelve weeks during a 12-month period. Health benefits are maintained while on leave. See Employee Services for more details.

Sabbatical Leave

Eligible Sentinels may apply for Sabbatical Leave subject to established policies and procedures of the College.

Insurance

Medical

NFC provides full-time Sentinels single health care insurance paid by the College through Florida Blue. Dependent coverage is also available.

Dental Insurance

Dental Insurance is available through Ameritas for Sentinels and is paid by the College. Family coverage is available at the Sentinel's expense.

Life Insurance

Each full-time Sentinel receives term life insurance in the amount equal to one (1) year's salary (which includes Accidental Death and Dismemberment). Additional insurance and coverage for dependents is available.

Long-Term Disability Insurance

Full-time Sentinels are covered by Long Term Disability Insurance amount equal to one (1) year's salary (which includes Accidental Death and Dismemberment). Additional insurance coverage is available for the Sentinel and dependents.

Vision Insurance

Vision Insurance is available through Avesis for Sentinels and is paid by the College. Family coverage is available at the Sentinel's expense.

Workers Compensation

All Sentinels are covered by Worker's Compensation Insurance.

Extras

Fee Waivers for College Classes at NFC

Full-time Sentinels who have been employed at least six (6) months are eligible, and their dependents, to attend classes at NFC with a fee waiver.

Sentinel Development

Staff and Program Development funds are allocated by the Legislature for major projects, workshops, individual projects, and in-service training. All funds must be requested prior to training or travel.

Use of Fitness Center

Sentinels and their dependents may use the Colin P. Kelly Fitness Center free of charge.

Direct Deposit

Direct Deposit is available to any bank or financial institution.

Other Benefits

Sentinels are eligible to join the local Madison Credit Union as well as Florida Commerce Credit Union and Vystar Credit Union.