

Lakeland

COMMUNITY COLLEGE

Human Resources Department

SALARY SCHEDULE: Administrative, Supervisory & Professional Employees		
Pay Grade	Minimum	Maximum
Grade 11	\$126,046	\$207,976
Grade 10	\$109,604	\$180,847
Grade 9	\$95,380	\$157,378
Grade 8	\$89,066	\$146,959
Grade 7	\$86,038	\$133,360
Grade 6	\$74,903	\$116,100
Grade 5	\$65,056	\$100,837
Grade 4	\$56,735	\$87,939
Grade 3	\$51,201	\$76,801
Grade 2	\$45,959	\$68,939
Grade 1	\$38,767	\$58,150

BENEFITS: Administrative, Supervisory & Professional Employees

Administrative, Supervisory & Professional Employees have a choice of three medical plans for **health insurance (includes prescription coverage)**. The chart below shows in-network benefits, deductibles and coinsurance amounts **effective 1/1/2025**.

Per Year	PPO Plan 1	MedFlex HMO	CDHP
Deductible Single/Family	\$500/\$1,000	\$500/\$1,000	\$3,200/\$6,000
Coinsurance	80%	80%	90%
Coinsurance Maximum	\$2,000/\$4,000	\$2,000/\$4,000	\$1,000/\$2,000
Max Out of Pocket	\$6,600/\$13,200	\$6,600/\$13,200	\$4,000/\$8,000
Employee Cost/Month (total cost split between the two pays per month)	Single: \$128.97 Ee + Child: \$219.12 Ee + Spouse: \$270.63 Family: \$380.10	Single: \$120.45 Ee + Child: \$204.65 Ee + Spouse: \$220.75 Family: \$345.18	Single: \$120.45 Ee + Child: \$204.65 Ee + Spouse: \$220.75 Family: \$345.18, employees receive annual maximum contribution into Health Savings Acct

- Employees who have an alternative to the College’s medical coverage are presently eligible for an annual waiver of insurance bonus of \$5,000 for single coverage or \$10,000 for family coverage, which includes employee & spouse or employee & child(ren), paid out in equal installments across the 24 pay periods between January 1 and December 31.

- High-quality, NO COST **dental insurance** for employee and eligible dependents
- High-quality, NO COST **vision insurance** for employee and dependents
- **IRS Section 125** plan available for employees choosing to use pre-tax dollars to pay child or elder dependent care expenses and non-reimbursed medical, dental, vision, and/or prescription drug bills
- NO COST **life and AD&D insurance** for employee in an amount equal to twice the annual salary
- NO COST **long-term disability insurance** for employee who becomes disabled and is not yet vested in the state retirement system, after which this coverage becomes supplemental to the SERS disability coverage
- NO COST **Employee Assistance Program** providing an informative website and assistance with counseling for mental health, alcohol/drug abuse, child and elder care, and financial issues for employees and eligible dependents
- FULL **waiver of the in-county instructional fees** for credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24); full or partial waiver of the cost of many non-credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24)
- **Bookstore discounts:** 10% discount on new and used books and 20% discount on all trade books, supplies, electronics, clothing, gifts and greeting cards
- **Enrollment in the State Teachers Retirement System (academic administrators such as deans) or School Employees Retirement System** as mandated by the state of Ohio for income after retirement or disability OR election to participate in the Alternative Retirement Plan. Learn more at: www.strsoh.org and www.ohsers.org.
- **160 hours of vacation time** and **40 hours of personal time** (days 3, 4, and 5 are charged against accrued sick leave) accrue 6.67 hours each pay period.
- **120 hours of sick time** earned over the course of a year
- There are **12** official college holidays.

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact the HR Department, 440-525-7575, or humanresources@lakelandcc.edu.

1/1/2025