

**LAKELAND COMMUNITY COLLEGE**  
**Kirtland, Ohio**  
**Human Resources Department**

**SALARY SCHEDULE: ADMINISTRATIVE, SUPERVISORY & PROFESSIONAL EMPLOYEES**

Pay Grade	Minimum	Maximum
Grade 11	\$112,541	\$191,317
Grade 10	\$97,861	\$166,364
Grade 9	\$85,161	\$144,775
Grade 8	\$79,523	\$135,188
Grade 7	\$76,820	\$122,913
Grade 6	\$66,878	\$107,003
Grade 5	\$58,086	\$92,939
Grade 4	\$50,656	\$81,048
Grade 3	\$45,715	\$68,573
Grade 2	\$41,035	\$61,553
Grade 1	\$34,613	\$51,920

**BENEFITS: ADMINISTRATIVE, SUPERVISORY & PROFESSIONAL EMPLOYEES**

- Choice of four medical plans for **health insurance (including varying levels of prescription coverage)**. The chart below shows **in-network** benefits, deductibles and coinsurance amounts.

	PPO Plan 1	PPO Plan 2	PPO Plan 3	Bronze Plan
<b>Deductible Single/Family</b>	\$500/\$1000	\$250/\$500	\$100/\$200	\$6,000/\$12,000
<b>Coinsurance</b>	80%	90%	90%	100%
<b>Coinsurance Maximum</b>	\$2,000/\$4,000	\$1,000/\$2,000	\$500/\$1,000	\$6,000/\$12,000
<b>Max Out of Pocket</b>	\$6,600/\$13,200	\$6,600/\$13,200	\$6,000/\$13,200	\$6,000/\$12,000
<b>Employee Cost Share</b>	\$0	Single: \$20/mo. Family: \$40/mo.	Single: \$95/mo. Family: \$190/mo.	\$0

- Employees who have alternate equivalent medical coverage are presently eligible for a \$2,000 annual waiver of insurance bonus.
- 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](http://www.strsoh.org) and [www.ohsers.org](http://www.ohsers.org).
- **184 hours of vacation time** and **40 hours of personal time** (days 3, 4, and 5 are charged against accrued sick leave) added every July 1
- **120 hours of sick time** earned over the course of a year
- In addition to learning more about the College, we thought you might want to research our Lake County community via these web resources:

<http://www.lakevisit.com>

[https://www.youtube.com/watch?feature=player\\_embedded&v=j2hk-M6a3rY](https://www.youtube.com/watch?feature=player_embedded&v=j2hk-M6a3rY)

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact the Human Resources Department at 440-525-7555.

1/30/18