

COMPENSATION AND BENEFITS
FRINGE BENEFITS

DEB
(LOCAL)

Cell Phone Stipend

The appropriate vice president shall approve a cell phone stipend for an employee whose duties require that he or she be immediately available outside of his or her assigned work schedule in accordance with administrative procedures.

The stipend shall not exceed \$25 per month for a voice-only device or \$50 per month for a voice/data device. The type of stipend shall be determined based on the individual employee's job requirements. The employee shall be responsible for the purchase of the device.

The cell phone stipend shall be paid through the College District's payroll procedures and shall be subject to all applicable taxes.

If an employee cancels his or her cell phone contract, the College District shall cease payment of the cell phone stipend.

The employee's supervisor shall be responsible for an annual review of the business need for a cell phone stipend to determine if stipends should be changed or discontinued.

Tuition Benefit

A full-time employee, the employee's spouse, and the employee's dependent children under the age of 24 shall each be eligible for free College District tuition and any associated activity, technology, distance education, and record fees in accordance with the eligibility schedules below and administrative procedures. Laboratory, program specific, and any other miscellaneous fees shall be the responsibility of the enrolled employee, spouse, or dependent children.

Employee Only		
	Semester Credit Hours	Semester Credit Hours Per Fiscal Year
Employee	6	18
Employee's Spouse	6	18
Employee's Dependent Children (under age 24)	6	18

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Married Employees		
	Semester Credit Hours	Semester Credit Hours Per Fiscal Year
Each Employee	12	36
Employees' Dependent Children (under age 24)	12	36

Parent/Child Employees		
	Semester Credit Hours	Semester Credit Hours Per Fiscal Year
Employee (parent)	6	18
Employee's (parent) Spouse	6	18
Employee's Dependent Children (under age 24 and not employed by College District)	6	18
Employee's Dependent Children (under age 24 and employed by College District)	12	36
Employee's Children (age 24 and older and also employed by College District)	6	18

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Spouses and Child Employed		
	Semester Credit Hours	Semester Credit Hours Per Fiscal Year
Employee (each parent)	12	36
Employee's Dependent Children (under age 24 and not employed by College District)	12	18
Employee's Dependent Children (under age 24 and employed by College District)	12	36
Employee's Children (age 24 and older and also employed by College District)	6	18