

Benefit Program Summary

2025-2026

About SCC

The Mission

The mission of Southeast Community College is to empower and transform the diverse learners and communities of southeast Nebraska through accessible lifelong educational opportunities. The College provides dynamic and responsive pathways to career and technical, academic transfer, and continuing education programs that contribute to personal, community, and workforce development.

Accreditation

SCC is accredited by the Higher Learning Commission (HLC). HLC granted the College reaffirmation of accreditation in 2022-2023 with the next reaffirmation of accreditation in 2032-2033.

Higher Learning Commission

230 S. LaSalle St., Suite 7-500, Chicago, IL 60604

800-621-7440 | 312-263-0456 | Fax: 312-263-7462

Email: info@hlcommission.org | Website: hlcommission.org

SCC has 24 programs that maintain specialized accreditation or professional industry-recognized organization.

Governance

The College is governed by an 11-member Board of Governors, 10 of whom are elected by district to staggered four-year terms. One member is elected at-large from the entire district for a four-year term.

SCC Educational Foundation

The Southeast Community College Educational Foundation was organized in 1975, with the sole intent of maintaining, developing and extending services to the College, and to promote educational opportunities for students, staff and the residents of the area which it serves.

Equal Opportunity/Nondiscrimination Policy

Southeast Community College is an Equal-Opportunity co-educational college and does not discriminate based on race, color, religion, sex, age, marital status, national origin, ethnicity, veteran status, sexual orientation, disability, or other factors prohibited by law or College policy.

- The Associate Vice President for Human Resources administers full-time hiring activities for the College.
- The SCC Board of Governors is responsible for implementing and maintaining the benefits program for eligible employees.

Thank you for your interest in obtaining employment at Southeast Community College.

College Locations

Beatrice Campus

4771 W. Scott Road, Beatrice, NE 68310-7042

☎ 402-228-3468 • 800-233-5027

FAX: 402-228-8935

Lincoln Campus

8800 O St., Lincoln, NE 68520-1299

☎ 402-471-3333 • 800-642-4075

FAX: 402-437-2402 • TDD: 402-437-2702

Milford Campus

600 State St., Milford, NE 68405-8498

☎ 402-761-2131 • 800-933-7223

FAX: 402-761-2324

Jack J. Huck Continuing Education Center

301 S. 68th St. Place

Lincoln, NE 68510-2449

☎ 402-437-2700 • 800-828-0072

FAX: 402-437-2703

Learning Center at Falls City

3200 Bill Schock Blvd.

Falls City, NE 68355-2420

☎ 402-323-3396

Learning Center at Hebron

610 Jefferson Ave.

Hebron, NE 68370-1942

☎ 402-323-5591

Learning Center at Nebraska City

1406 Central Ave.

Nebraska City, NE 68410-2224

☎ 402-323-3636

Learning Center at Plattsmouth

537 Main St.

Plattsmouth, NE 68048-1963

☎ 402-437-2298

Learning Center at Wahoo

536 N. Broadway St.

Wahoo, NE 68066-0247

☎ 402-323-5581

Learning Center at York

401 N. Lincoln Ave.

York, NE 68467-3571

☎ 402-323-3634

Benefit Program Summary 2025-2026

COVERAGE	CARRIER	ELIGIBILITY DATE	PLAN DESIGN	COST TO EMPLOYEE (PER PAY PERIOD)												
Medical	Blue Cross/Blue Shield	Date of Hire	<p>Blue Preferred PPO</p> <p>Option 1: \$1,050 Deductible</p> <ul style="list-style-type: none"> Full-time employees are required to elect at a minimum single health/dental insurance option. <p>Option 2: \$3,800 High Deductible Plan & Health Savings Account.</p> <ul style="list-style-type: none"> SCC contributes 100% of premium savings between PPO Plan and HDHP Plan into employee's HSA account. <p><u>Coverage:</u></p> <ul style="list-style-type: none"> Single (required) Employee and Spouse Employee and Child(ren) Employee and Family 	College offers full family and single dental at no charge. If employee takes employee, employee/child, employee/spouse health and dental coverage, the College will offer up to \$25,800 in either premiums and/or benefit dollars.												
Dental			<p>Option 2: Dental ABC coverage</p> <p>Option 4: ABCD coverage, includes orthodontia</p> <p><u>Coverage:</u></p> <ul style="list-style-type: none"> Single (required min. opt 2) Employee and Spouse Employee and Child(ren) Employee and Family 													
BEN Dollars			<p>SCC provides "BEN Dollars" to each employee to purchase health and dental insurance through the College's group plans. The amount is set annually by the Board of Governors.</p> <p>Any BEN Dollars not used to pay for premiums may be paid to the employee in cash at \$.93 per \$1. All amounts paid in cash are subject to withholding for income and employment taxes.</p>													
Basic Life and AD&D Insurance	Madison National Life	Date of Hire	The College provides a \$50,000 life insurance policy.	College Paid												
Voluntary Life Insurance	Madison National Life	Date of Hire	Voluntary Life insurance is available for employees, spouse and dependents.	Additional cost to employee, based on their age.												
Long Term Disability	Madison National Life	Date of Hire	The College provides long term disability insurance at no cost to employees.	College Paid												
Retirement	TIAA	Date of Hire	The College provides group 403B retirement plan. Eligible employees age 30 and above are required to participate.	<p>Non-Faculty: The College will match an amount equal to the employee contribution up to 9%.</p> <p>Faculty: The College will match an amount equal to the employee contribution up to 9%.</p>												
Tax Shelter Annuity (Optional)	TIAA	Date of Hire	457B, Roth, SRA	Employee Paid												
Flexible Spending Account (FSA) (Optional)	Omnify	Date of Hire	Expense accounts available to defer earnings on a pre-tax basis for medical and dependent day care expenses.	Employee Paid												
Vision (Optional)	Vision Service Plan EYEMED	Date of Hire	<p>Employee Paid Coverage</p> <ul style="list-style-type: none"> Employee Only Employee and Spouse Employee and Child(ren) Employee and Family 	<p>Standard/Premium Plans</p> <table> <tr> <td>\$ 6.73</td> <td>/</td> <td>\$ 10.82</td> </tr> <tr> <td>12.79</td> <td>/</td> <td>20.56</td> </tr> <tr> <td>13.46</td> <td>/</td> <td>21.64</td> </tr> <tr> <td>19.78</td> <td>/</td> <td>31.81</td> </tr> </table>	\$ 6.73	/	\$ 10.82	12.79	/	20.56	13.46	/	21.64	19.78	/	31.81
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13.46	/	21.64														
19.78	/	31.81														



Benefits Continued

COVERAGE	CARRIER	ELIGIBILITY DATE	PLAN DESIGN	COST TO EMPLOYEE (PER PAY PERIOD)
Tuition Reimbursement		Date of Hire	The College will provide tuition reimbursement for undergraduate, graduate or advanced degrees. Requires advanced supervisor approval.	See College handbook and/or negotiated agreements for terms.
Tuition Waiver		Date of Hire	<ul style="list-style-type: none"> Tuition is waived for any SCC credit and non-credit courses for employee. Employee, spouse and dependents receive 100% cost reduction. 	Employees are responsible for any fees attached to the courses.

Eligible Employees

SCC offers a wide range of excellent services and benefits to its eligible employees. Regular employees with a full-time equivalency factor of three-fourths (¾) or more are eligible for all benefits available through SCC. Full-time equivalency definitions for College employee classifications are outlined on website southeast.edu, Policies and Procedures.

Other benefits and incentives to eligible employees are:

- Leaves of Absence, Bereavement Leave, Civic Leave, Jury Duty Leave, Military Leave, Professional Leave, Catastrophic Leave, Safety Eye Wear Reimbursement, Employee Assistance Program, Supplemental Benefits, and Wellness Initiatives for Non-Faculty.
- Phone Service Discount, Dell and Lenovo Discounts and some Fitness Center Membership Discounts.

Vacation & Paid Leave Information

	ANNUAL AMOUNT	ACCRUAL RATE	ACCRUAL MAX
FULL-TIME STAFF			
Personal Leave	32 hours	32 hours annually	48 hours
Vacation	8 hours per month	1-24 mo. of service	360 hours
	12 hours per month	25-72 mo. of service	360 hours
	16 hours per month	73+ mo. of service	360 hours
Sick	8 hours per month	Throughout employment	800 hours
Paid Holidays	13 days observed	Throughout employment	n/a
Floating Holiday	8 hours	8 hours annually	n/a
FACULTY			
Personal Leave	32 hours	32 hours annually	48 hours
Vacation	Not eligible	n/a	n/a
Sick	8 hours per month	Throughout employment	800 hours
Paid Holidays	Not eligible	n/a	n/a

* Leave benefits are prorated on the employees full-time equivalency of 1.0 FTE.

