



GROW YOUR CAREER IN EDUCATION!

INSURANCE & DISABILITY COVERAGE

MCCC contributes toward health benefits costs for eligible employees and their dependents. Health benefits are available to employees regularly scheduled to work 30-40 hours per week. Our benefits package includes a choice of medical plans, employer paid vision coverage and dental plan, employer paid term life and accidental death & dismemberment insurance (1x Salary up to 100,000), employer paid short and long-term disability coverage and additional voluntary supplemental plans.

WELLNESS

Workplace Wellness provides the foundation for developing activities and modifying work environments, policies, and practices to support the health and wellbeing of all employees. MCCC's Health provider offers health and wellness resources and discounts for active fitness, life balance, health coaches, ID protection, emergency travel assistance, and behavioral health services. MCCC also offers an Employee Assistance Program through Canopy to all employees, dependents, domestic partners, and family members. Services include confidential personal consultation, counseling, resource support, financial coaching, house, and legal support.

RETIREMENT BENEFITS

401k Retirement Plan

Eligible employees may participate in MCCC's 401K retirement plan. Plan participants can make contributions to either a pre-taxed or Roth 401K beginning on the 1st of the month following the first 60 days of employment. Detailed information will be provided upon hire.

PAID TIME OFF

Vacation

Eligible employees will be awarded up to 17 days of paid vacation a year. Vacation days are awarded during scheduled winter, spring and summer breaks.

Paid Personal Days

Eligible employees are awarded up to 3 paid personal leave days to use per fiscal year.





PAID TIME OFF (cont.)

Holidays

MCCC recognizes 12 holidays during the fiscal year. Eligible employees are paid for the holiday if it falls on a regularly scheduled workday.

Sick Leave

Employees working 40 hrs. per week can accrue 12 days (96 hrs.), employees working 30 – 39 hrs per week can accrue up to 9 days (72 hrs.), and employees working less than 30 hrs. per week can accrue up to 8 days (64 hrs.) of sick leave per year. Employees can accrue up to a maximum total of 25 days (200 hrs.)

Bereavement Leave

Eligible employees may be granted up to 3 days bereavement leave for the loss of immediate family member as designated in MCCC's Personnel Policy Manual.

RECOGNITION

Years of Service

Agency service recognition is presented annually for all employees.

Longevity

Longevity awards are given annually to each employee at 5, 10, 15, 20 and 25+ years of services.

CAREER GROWTH & TRAINING

Professional Development

Professional and personal development and career growth opportunities for teachers, support and administrative staff, management and parents are available through MCCC. MCCC offers employer paid opportunities for professional training, certifications, licensing, and tuition reimbursement for qualified post-secondary education courses and degrees.

Parent Empowerment Program (PEP)

Parents with children actively enrolled in a MCCC program are eligible to volunteer and participate in the PEP program. PEP is an employment training opportunity provided by MCCC for eligible parents interested in employment with MCCC. Parents are provided instructional and classroom training on early childhood policy, procedures, and best practices. Upon completion, eligible parents may apply for qualified open positions or become a parent volunteer in a classroom.

Educating children and families with innovative, high-quality early childhood learning opportunities and family partnerships to build better communities, one person at a time.

