

EMPLOYMENT CATEGORIES AND BENEFITS

Legal Authority: NCGS 115D-20(2), 1C SBCCC 200.94

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EMPLOYMENT CATEGORIES AND BENEFITS

As permitted by NCGS Section 115D-20(2), the Board has delegated authority for employing all personnel, other than the President, to the President of the College. The employment authority granted to the President includes employee hires, non-renewals, terminations, resignations, retirements, promotions, demotions, and lateral transfers.

The Board authorizes the President to establish those College Procedures necessary to administer the College’s employment actions. The President shall provide a summary report of employee actions to the Board on a quarterly basis.

Designated Categories and Benefits

The Board designates the following categories and benefits for Craven Community College employees:

Full-Time Regular. Employed for a minimum of nine (9) months annually and works at least 30 hours (generally, 40 hours) weekly:

- May be employed “at will” or with an annual contract
- Eligible for all standard fringe benefits including State Retirement, State Health Plan, supplemental retirement plans, and supplemental benefit plans
- Earns state service credit
- Eligible for longevity pay based on total state service credit
- Eligible for holiday pay and leave benefits (except faculty)

Part-Time Regular. Employed for a minimum of nine (9) months annually and works less than 30 hours weekly:

- May be employed “at will” or with an annual contract
- Eligible for State Health Plan by paying both employee and employer portions of premiums
- Eligible for supplemental retirement plans
- Earns state service credit if employed at least 20 hours weekly
- Eligible for prorated holiday pay and leave benefits if (except faculty) if employed at least 20 hours weekly

Full-Time Temporary. Employed “at will,” typically for less than twelve (12) months duration, with no expectation of recurring employment, and works at least 30 hours (generally, 40 hours) weekly.

- Eligible for State Health Plan if employed continuously for at least three (3) months
- Eligible for holiday pay and leave benefits if employed continuously for more than six (6) months

Part-Time Temporary. Employed “at will,” typically for less than twelve (12) months duration, with no expectation of recurring employment, and works less than 30 hours weekly. These employees do not accrue benefits or leave.