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**FRINGE AND LEAVE BENEFITS FOR MASSC EMPLOYEES**

It is the Administrative procedure of Southwestern Oregon Community College that MASSC (managers, administrators, supervisors, specialists and confidential) employees shall be eligible for employee fringe and leave benefits.

Participation in employee fringe and leave benefits shall not be less than the participation of faculty and/or classified staff members.

Definition of fringe benefit – A fringe benefit is a form of pay in addition to stated pay for the performance of services.

Definition of leave benefit – A leave benefit is a form of pay that allows employees to take time off from work for various reasons.

Adopted by the Board of Education:

Procedure # 3.032 July 21, 1975

Revised: October 24, 1988

Changed to Administrative Procedure January 22, 1996

Reviewed March 14, 2013 (Formerly Admin. Policy 6.3.002)

Reviewed: November 6, 2019