CREDIT UNION- Monroe County Teacher’s Credit Union is a full service institution offering checking and savings accounts, and loans through payroll deduction.

DIRECT DEPOSIT- Direct Deposit is encouraged and available to any bank or credit union.

POOL & TENNIS COURTS- Employees can use the pool facility during Fitness Swim hours free of charge. The tennis courts are open 7 days a week, and can be used anytime except during class hours.

THE THEATRE- The theatre at the College’s Tennessee Williams Fine Arts Center offers a broad spectrum of music, art, and drama presentations through-out the year.

LIBRARY- The FKCC Library is a Federal Depository Library. It contains 28,000 books, 300 periodicals, and online access to holdings of 4,000 libraries internationally. Employees may check out books and use the library resources during hours of operation.

CAREER CENTER- Services are available for students and staff on career planning and college choices. College catalogs, brochures, and career publications are some of the resources available.

ASSOCIATION of FLORIDA COLLEGES (AFC)- AFC is an organization that has been working for over forty years to provide support to the dedicated individuals who make Florida’s community colleges an effective and vital part of the education system. AFC’s main goals are to form a strong information network, have high visible presence in the legislative arena, and provide opportunity for professional development. Annual dues entitle you to become a member of AFC.

Other Employee Benefits

Florida Keys Community College is committed to providing equal access/equal opportunity. The College does not discriminate on the basis of color, race, sexual orientation, religion, gender, age, national origin, marital status or disability in admission to, or employment in, its education programs or activities. FKCC complies with the Florida Educational Equity Act and with Title IX of the Education Amendments of 1972. Inquiries concerning application and implementing regulations may be referred to the College’s Equity Coordinator, Shadrach Neiss, Esq., Human Resources, 5901 College Road, Key West, Florida 33040, (305) 809-3248 or to the Office for Civil Rights of the U.S. Department of Education.

Our summary of benefits does not imply an offer of employment. Benefits are subject to change without notice. Questions concerning employee benefits should be directed to the Office of Human Resources.
MEDICAL- FKCC offers full-time employees a choice of Medical/Prescription coverage. The College pays the full cost for the employee. Spouse/Family coverage is available at a group rate through payroll deduction.

DENTAL AND VISION- Voluntary dental and vision insurance is offered through payroll deduction.

LIFE INSURANCE- The College provides each employee with term life insurance payable to a beneficiary at the rate of one times (1x) the employee's annual salary rounded to the next highest thousand dollars up to $50,000. Accidental Death and Dismemberment is provided at two times the employee’s annual salary rounded to the next highest thousand dollars, maximum of $50,000.

SUPPLEMENTAL HEALTH INSURANCE AND SHORT TERM DISABILITY INSURANCE FROM AFLAC- Supplemental Health Insurance including Hospital Income Protection, Accident and Disability Income, Cancer, Critical Illness plans and Short Term Disability insurance are available through payroll deduction.

SECTION 125- Section 125 or a Premium Only Plan is an employee benefit program permitted through certain provisions of Section 125 of the Internal Revenue Code. IRC sec. 125 provides for tax-free treatment of employee premium contributions to certain employer-sponsored insurance plans. The benefits plans included in the College's Section 125 are Health & Dental Insurance, Short Term Disability & Cancer Insurance. As a result, employees' taxable incomes are lowered.

TAX SHELTERED SAVINGS PROGRAMS (403 B)- Tax sheltered annuity and custodial account programs are available with various companies through payroll deduction.

WORKERS’ COMPENSATION- College employees are entitled to compensation for occupationally incurred illnesses and injuries. All injuries, requiring medical attention or not, should be reported immediately to Human Resources.

FLORIDA RETIREMENT SYSTEM- FKCC full-time and regular part-time employees participate in the Florida Retirement System (FRS). The College contributes the current retirement percentage of the individual’s salary, and the employee would contribute the current retirement percentage based on their salary. Employees may choose the Pension Plan or the Investment Plan.

PAID TUITION- Tuition fees for credit courses taken at FKCC are waived for employees and their eligible dependents, including domestic partners. Tuition and student fees are waived for non-credit physical education courses. Contingent upon approval, $1,000 reimbursement is available each fiscal year through Staff & Program Development (S&PD), for completion of course work toward a degree which results in demonstrated benefit to the College. Annual Salary will be increased for attainment of an additional degree.

The Employee Assistance Program is available to all employees and their eligible dependents, including domestic partners. This is a free, confidential counseling program available from Horizon Health. Counseling is available for a variety of concerns. Call Horizon Health at 1-800-272-7552, or go online at www.MyLifeValues.com.

The following holidays are observed by FKCC:

- New Year’s Day
- Martin Luther King Jr.
- President’s Day
- Spring Break
- Memorial Day
- Independence Day
- Labor Day
- Veteran’s Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

The days for Spring Break and Winter Break are determined each year based on the academic calendar.