

Lakeland

COMMUNITY COLLEGE

Human Resources Department

SALARY SCHEDULE: Administrative, Supervisory & Professional Employees		
Pay Grade	Minimum	Maximum
Grade 11	\$126,046	\$207,976
Grade 10	\$109,604	\$180,847
Grade 9	\$95,380	\$157,378
Grade 8	\$89,066	\$146,959
Grade 7	\$86,038	\$133,360
Grade 6	\$74,903	\$116,100
Grade 5	\$65,056	\$100,837
Grade 4	\$56,735	\$87,939
Grade 3	\$51,201	\$76,801
Grade 2	\$45,959	\$68,939
Grade 1	\$38,767	\$58,150

BENEFITS: Administrative, Supervisory & Professional Employees

Administrative, Supervisory & Professional Employees have a choice of three medical plans for **health insurance (includes prescription coverage)**. The chart below shows in-network benefits, deductibles and coinsurance amounts **effective 1/1/2026**.

Per Year	PPO Plan 1	MedFlex HMO	CDHP
Deductible Single/Family	\$500/\$1,000	\$500/\$1,000	\$3,200/\$6,000
Coinsurance	20%	20%	10%
Coinsurance Maximum	\$2,000/\$4,000	\$2,000/\$4,000	\$1,000/\$2,000
Max Out of Pocket	\$6,600/\$13,200	\$6,600/\$13,200	\$4,000/\$8,000
Employee Cost/Month (total cost split between the two pays per month)	Single: \$155.85 Ee + Child: \$265.00 Ee + Spouse: \$327.21 Family: \$459.51	Single: \$140.59 Ee + Child: \$238.87 Ee + Spouse: \$257.89 Family: \$403.09	Single: \$117.77 Ee + Child: \$200.23 Ee + Spouse: \$247.13 Family: \$347.09, employees receive annual maximum contribution into Health Savings Acct

- Employees who have an alternative to the College’s medical coverage are presently eligible for an annual ‘waiver of insurance bonus’ in an amount paid out in equal installments across 24 pay periods between Jan. 1 and Dec. 31.

- High-quality, NO COST **dental insurance** for employee and eligible dependents
- High-quality, NO COST **vision insurance** for employee and dependents
- **IRS Section 125** plan available for employees choosing to use pre-tax dollars to pay child or elder dependent care expenses and non-reimbursed medical, dental, vision, and/or prescription drug bills
- NO COST **life and AD&D insurance** for employee in an amount equal to twice the annual salary
- NO COST **long-term disability insurance** for employee who becomes disabled and is not yet vested in the state retirement system, after which this coverage becomes supplemental to the SERS disability coverage
- NO COST **Employee Assistance Program** providing an informative website and assistance with counseling for mental health, alcohol/drug abuse, child and elder care, and financial issues for employees and eligible dependents
- FULL **waiver of the in-county instructional fees** for credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24); full or partial waiver of the cost of many non-credit classes taken by the employee, spouse, and child dependents as defined by the IRS (generally under the age of 24)
- **Bookstore discounts:** 10% discount on new and used books and 20% discount on all trade books, supplies, electronics, clothing, gifts and greeting cards
- **Enrollment in the State Teachers Retirement System (academic administrators such as deans) or School Employees Retirement System** as mandated by the state of Ohio for income after retirement or disability OR election to participate in the Alternative Retirement Plan. Learn more at: www.strsoh.org and www.ohsers.org.
- **160 hours of vacation time** and **40 hours of personal time** (days 3, 4, and 5 are charged against accrued sick leave) accrue 6.67 hours each pay period.
- **120 hours of sick time** earned over the course of a year
- There are **10** official college holidays.

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact the HR Department, 440-525-7575, or humanresources@lakelandcc.edu.

1/1/2026