

Exempt Employees

Welcome to Camosun College!

A career at Camosun includes a great health benefits package as well as opportunities for growth in your career and leadership skills. Located on two beautiful campuses, you will be joining a college with an inspiring atmosphere, supportive colleagues and where work-life balance is encouraged and important.

Compensation

Exempt salaries based on the position and the newly hired employee's experience and qualifications. Employees and their manager participate in a performance appraisal process on an annual basis used for determining salary progression.

Extended Health

- Prescriptions - written by a physician/dentist and dispensed by a licensed pharmacist - 95% of first \$1,000 of paid expenses, 100% thereafter
- Vision care - prescription glasses or elective contact lenses or elective laser vision correction to a combined maximum of \$1300 every 4 calendar years, eye exams \$100 every 2 years
- Professional services include:
 - Chiropractor-\$500 per calendar year, limited to \$20 per visit for the first 5 visits in any calendar year
 - Podiatrist/Chiropodist & Naturopath -\$400 per calendar year, limited to \$20 per visit for the first 5 visits in any calendar year
 - Physiotherapist/Massage Therapist- \$20 per visit for the first 5 visits in any calendar year, thereafter unlimited
 - Speech Therapist - \$1,000 per calendar year
 - Athletic Therapist - \$500 per calendar year
 - Acupuncturist - \$300 per calendar year

Note: X-rays are not covered for chiropractors, podiatrists/chiropodists, naturopaths, physiotherapists, athletic therapist
And more such as hearing aids, medical equipment, emergency travel assistance, & other supplies/services

Dental

- 100% for Level I Basic Services
- 100% for Level II Supplementary Basic Services
- 80% for Level III Dentures
- 75% for Level IV Major Restorative Services
Unlimited benefit maximums for Level I to IV
- 60% for Level V Orthodontics (\$3000 per lifetime benefit maximum)

Employee & Family Assistance Plan

- Homewood Health provides Employee & Family Assistance Program (EFAP) services that help individuals lead a healthy lifestyle
- Services include counselling, online cognitive behaviour therapy program, lifestyle coaching, and e-learning opportunities
- Crisis support is available 24 hours per day, 7 days per week, 365 days per year

This is a summary only. In the case of any discrepancy, Manulife documentation and Exempt Terms and Conditions will take precedence. If further information is required, please contact Human Resources.

Group Life Insurance & Accidental Death and Dismemberment

- 3 times your annual earnings to a maximum of \$800,000.

Short Term Disability

- 70% of bi-weekly earnings for 21 weeks

Long-term Disability

- 70% of monthly earnings, to a maximum of \$16,000

College Pension Plan (defined benefit plan)

- Employee contribution – 10.24%
- Employer contribution – 10.34%

Vacation

- Initial allocation of 25 days per calendar year; carry forward of up to 15 days maximum with supervisor’s approval
- Vacation days continue to accrue at a rate of 2 days for each year of service up to a maximum of 37 days
- An additional 3 vacation days are provided and must be taken during Camosun’s annual closure (December-January).

Professional Development Funding

- Professional development funding is available to assist staff in remaining current, updating and increasing knowledge, and improving employment opportunities and job satisfaction.

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Camosun College Social/ Cultural Events

- Year-round activities include biannual New Employee Welcome events, Conversations Day, employee drop-in yoga and fitness classes, diversity and Equality seminars, indigenous potlatch, and volunteering opportunities
- Camosun College supports Healthy Together, an employee wellness program that offers a range of information, webinars, and wellness tips
- Embrace our commitment to Indigenization by participating in initiatives like TELFIN TFE WILNEW (TTW), ŚW,ŹENENITEL: Doing Good Work Together, and the Indigenous Community of Practice
- Elevate your leadership skills through tailored training and support programs, including Coaching Services for Workplace Leaders and Recruitment & Selection Toolkits.

Policies - Camosun College policies are located here.