1. All regular employees with a work assignment of twenty-one (21) or more hours per week are provided a benefit program which includes social security, life and health insurance, sick leave, vacation leave (only 12 month employees), long term disability, employee assistance program, Bencor Special Pay Plan, and participation in the Florida Retirement System or other optional retirement plan.

2. Employees filling hourly positions with work assignments of less than twenty-one (21) hours per week will receive benefits as indicated in "4" below.

3. “OPS” (Other Personnel Services) employees working beyond 2080 hours over lifetime employment, regardless of the number of hours per week, will be entitled to retirement in the Florida Retirement System, in addition to Federal tax, FICA, and Medicare withholding, with the following exceptions:

   a) Student employees (persons enrolled at State College of Florida, Manatee - Sarasota who perform services in a temporary position set aside strictly for students).

   b) Work-study employees (students participating in the Federal or State Work-study program).

   c) Temporary instructional personnel (persons appointed to positions which are established with no expectations of continuation beyond one semester).

   d) Substitute teachers - (persons not on contract called to work intermittently to substitute).

OPS employees not covered by or participating in the Florida Retirement System will automatically be enrolled in the 401(a) FICA Alternative Plan.