



Health Insurance

Presidential Oaks provides health insurance for its employees through Harvard Pilgrim Health. Harvard offers two choices with the Home contributing up to 92% of the premium. The employee is eligible three months following their date of hire.

Dental Insurance

Presidential Oaks offers a dental plan to all eligible employees and their dependents. This plan is administered by Northeast Delta Dental. The employee is eligible three months following their date of hire.

Life Insurance

Presidential Oaks offers company-paid life insurance of \$10,000.00. The employee is eligible three months following their date of hire.

Accidental Death & Dismemberment Insurance

Presidential Oaks offers company-paid accidental death & dismemberment of \$10,000.00. The employee is eligible three months following their date of hire.

Short Term Disability Insurance

Presidential Oaks offers company-paid short term disability insurance for 11 weeks at 70% of base income up to \$750.00 per week. The employee is eligible three months following their date of hire.

Tax Sheltered Annuity/Annuity Deferred Plan (403-B)

Presidential Oaks offers a pre-tax annuity program through payroll deduction. Employees may contribute up to the maximum allowed by IRS. Employees who have been employed for three months are eligible to receive matching contributions to 2% of their annual salary. No vesting!

Earned Time Schedule

Presidential Oaks offers a graduated program of paid time off based on length of continued service. A full-time employee will earn 15 days per year in monthly increments beginning with the first full month of employment. Earned time becomes available after three full months of employment.

Recruitment Bonus

Any employee, who recruits a new nurse, will receive \$250.00 after that nurse has been here for three months. The recruiter will receive another \$250.00 after the new nurse has been here for 12 months.

Extended Sick Leave Bank

Presidential Oaks offers four hours of extended sick leave per month for full time employees.

Bereavement Leave

Full time employees may be granted three days following the death of an immediate family member.

Paid Holidays

New Year's Day, Memorial Day, Labor Day, Thanksgiving, Civil Rights Day, President's Day, July 4th, Veteran's Day, Christmas Day! Plus, most employees are eligible for Holiday Premiums!

Tuition Reimbursement

After one year of service you may receive 70% tuition reimbursement for job related education up to a maximum of \$2000.00 per year.

Child Care Center

On-site [childcare](#) is offered for all employees' children.