



Earned Time Schedule

Presidential Oaks offers a graduated program of paid time off based on length of continued service. A full-time hourly 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.

Paid Holidays

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

Defined Contribution Plan - 401(k)

Presidential Oaks offers a pre-tax and post-tax (Roth) 401(k) retirement program. The Organization has a matching contribution policy. Employees are eligible after working one year and 1,000 hours. You must also be 21 years of age.

Health Insurance

Presidential Oaks provides health insurance for its benefitted employees through Anthem Blue Cross Blue Shield. Presidential Oaks contributes up to 90% 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 benefitted employees and their dependents. This plan is administered by Anthem Blue Cross Blue Shield. The employee is eligible three months following their date of hire.

Tuition Reimbursement

After one year of service, you may receive 70% tuition reimbursement for job-related education up to a maximum of \$2,000.00 per year. Nursing staff receives 100% tuition reimbursement up to a maximum of \$4,000.00 per year.