

## ARTICLE 24

### INSURANCE BENEFITS AND LEAVE

1. **Participation on College-wide Committee.** The Union may submit the names of fifteen (15) individuals to the Vice President of Academic Affairs/Provost for inclusion on any College-wide committee to review benefits. The College will guarantee the selection of at least two (2) of the individuals submitted by the Union.
2. **Insurance Benefits.** Board policy sets forth insurance benefits for employees. Faculty members shall be entitled to receive the same types of insurance, including the same scope and level of benefits and coverage for Health and Major Medical Insurance and Life Insurance as that provided to full-time, Classified Staff of the College for the plan year beginning January 1, 2018. The College will contribute \$606.50 per month towards the monthly premium for the health insurance plan offered by the College and selected by the employee. The employee is responsible for any amounts for premiums associated with the plan selected by the employee that is more than \$606.50 per month. Should the monthly premium for the single employee HMO plan decrease to an amount below \$606.50, the College will only be responsible for contributing the lower amount and the employee will be responsible for any additional premiums above the lower amount that is associated with the plan selected by the employee.
3. **Life Insurance.** The College shall provide life insurance in the amount equal to two times the base salary for the annual contract of the Faculty member up to a maximum coverage amount of \$200,000. Faculty may purchase, at their expense, additional coverage as offered by the carrier; up to \$20,000 in life insurance on their spouse; and up to \$10,000 on their children from age 6 months to 25 and up to \$500.00 on their children from 14 days to 6 months. Payroll deductions shall be used for the payment of any insurance premiums not covered by the College's contribution.
4. **Supplemental Insurance Plans.** Faculty members shall be entitled to participate in any supplemental insurance plans authorized by the College.
5. **Tuition Reimbursement.**
  - A. **TCC Classes for Faculty.** Faculty may register at the College for up to six (6) credit hours (or its equivalent) per semester without payment of resident per credit hour fees. This does not include additional fees such as lab fees or other special fees. Faculty must meet the admission requirements of the course and must have the prior approval of their immediate supervisor before registering for any course. Faculty must have completed six (6) months of continuous service at the College to be eligible.
  - B. **TCC Classes for Spouses and Dependents of Faculty.** Spouses and dependents of Faculty (who are under the age of 24) may register at the College for up to six

(6) credit hours (or its equivalent) per semester without payment of resident per credit hour fees. This does not include additional fees such as lab fees or other special fees. Spouses and dependents must meet the admission requirements of the course. Faculty must have completed six (6) months of continuous service at the College for their Spouses or dependents to be eligible.

6. **Employee Assistance Program.** The College shall provide an Employee Assistance Program in which one or more consultations for a medical, mental, family, financial, or substance abuse problem shall be provided. Notice of availability of the program, including an explanation of services offered, will be provided by the Human Resources Department to all Faculty no less than once annually.
7. **Retirement Plans and Tax Sheltered Annuities.** Retirement plans include the Florida Retirement System (“FRS”) Pension Plan and the FRS Investment Plan. The College also offers the Community College Optional Retirement Plan. Faculty also have the option to contribute on a voluntary basis to a 457b and/or a ROTH 403b deferred compensation options.
8. **Faculty use of Facilities.** Faculty are eligible to use athletic facilities, the Library, Learning Resource Centers, and wellness programs. Faculty may rent certain facilities at a reduced rate.
9. **Parking.** Faculty are provided with parking at no cost.
10. **Annual Leave.** Pursuant to Board Policy 04-28, teaching Faculty do not receive annual leave; Librarians do receive annual leave.
11. **Sick Leave.** Faculty are provided with sick leave, as set forth in Board Policy 04-29. Payment for unused sick leave upon separation from employment is set forth in section C. of Board Policy 04-29. A sick leave pool is also available, as set forth in Board Policy 04-30.
12. **Personal Leave.** Personal leave for Faculty is set forth in Board Policy 04-31.
13. **Leave of Absence without Pay.** Leave of Absence without Pay for Faculty is set forth in Board Policy 04-32. This policy also covers the continuance of benefits while on leave without pay.
14. **Administrative Leave.** Administrative leave for Faculty is set forth in Board Policy 04-33.
15. **Military Leave.** Military leave for Faculty is set forth in Board Policy 04-36. The College will comply with all state and federal laws regarding military leave.
16. **Family Medical Leave.** Family Medical Leave for Faculty is set forth in Board Policy 04-40.
17. **Domestic Violence Leave.** Domestic Violence Leave for Faculty is set forth in Section 741.313, Florida Statutes.

18. **Referenced Leave Policies.** The College's leave policies that are cited in this Article are incorporated by reference. Any proposed modification to the College's leave policies outside of collective bargaining would not be applicable to Faculty. Any alleged violation of the policies referenced in this Article are subject to Article 8, Grievance and Arbitration.