

SUMMARY OF EMPLOYEE BENEFITS (2024-2025)

Article No.: Appendix B – 1

Adopted: June 3, 2024

Reference:

Type of Employee	Insurance (including all coverages in College approved plans)		Sick	POFLA (6)	Wellness Benefit (7)	Vacation	Paid Holiday	Bereavement Leave	Personal Leave (1)	TBCC Tuition Waiver	PERS
	EMP only DEP: Self Pay		days/year			days/year	days/year	Per occurrence days/year	days/year	Credit and Continuing Education Courses only within one academic year of employment. Excluding partner agency courses.	Qual. Pos.
FT Administrative Staff 249 days or 1992 hours/year	X		12	X	X	20	12	5	3	Unlimited for employee + dependents (as allowed by Policy 311)	X
FT Support Staff 249 days or 1992 hours/year	X		12	X	X	10 to 20 (4)	12	5	3	Unlimited for employee + dependents (as allowed by Policy 311)	X
PT Admin. & Support Staff 996 hours/year or more	X (2)		X (2)	X	X(2)	X (2)	X (3)	5 (3)	X (2)	8 credits for employee + dependents (as allowed by Policy 311)	X
PT Admin. & Support Staff Less than 996 hours/year			X (5)	X	X(2)					4 credits for employee + dependents (as allowed by Policy 311)	Qual. Pos.
Temporary & On-Call Employees			X (5)	X						N/A	Qual. Pos.
173 day Regular Faculty 1. FTE	X		10	X	X		5	5	3	Unlimited for employee + dependents (as allowed by Policy 417)	X
173 day Regular Faculty .5-.99 FTE	X (2)		X (2)	X	X(2)					8 credits for employee + dependents (as allowed by Policy 417)	X
Adjunct Faculty Term-by-term			X (5)	X						4 credits for employee + dependents (as allowed by Policy 417)	Qual. Pos.
Dual Credit Faculty										4 credits for employee + dependents (as allowed by Policy 417)	

"X" Indicates benefit is provided

(1) From sick leave accrual

(2) Prorated on FTE (full-time equivalent)

(3) Paid based on scheduled hours

(4)

(5)

(6)

(7)

Based on longevity (see Article 312)

Shall earn paid sick leave at rate of 2 hours per term per 40 hours worked up to a maximum of 40 hours/yr.

College pays .40/Employee pays .60;

\$50/per pay period