

Appendix B – 1: SUMMARY OF EMPLOYEE BENEFITS (2026-2027)

Type of Employee	Insurance Coverage	Sick	PLO (6)	Vacation	Paid Holiday	Bereavement Leave	Personal Leave (1)	TBCC Tuition Waiver	PERS
	Insurance Benefit Amount: \$1,470/per pay period. Includes all college approved plans. Employee Only. Dependents: Self Pay	days/year (as per AR 7342)	(as per AR 7342)	days/year (as per AR 7341)	days/year (as per AR 7343)	days/year (as per AR 7344)	days/year (as per AR 7344)	Credit and Continuing Education Courses only within one academic year of employment. Excluding partner agency courses. (as per AR 7130)	Qual. Pos.
FT Administrative Staff 249 days or 1992 hours/year	X	12	X	20	12	5	3	Unlimited for employee + dependents	X
FT Support Staff 249 days or 1992 hours/year	X	12	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 (3)	5 (3)	X (2)	8 credits for employee + dependents	X
PT Admin/Support Staff/Tutors Less than 996 hours/year		X (5)	X					4 credits for employee + dependents	Qual. Pos.
Temporary & On-Call As needed		X (5)	X					N/A	Qual. Pos.
173 day Regular Faculty 1.0 FTE	X	10	X		5	5	3	Unlimited for employee + dependents	X
173 day Regular Faculty 0.5-0.99 FTE	X (2)	X (2)	X					48 credits for employee + dependents	X
Adjunct Faculty Term- by-Term		X (5)	X					4 credits for employee + dependents	Qual. Pos.
Dual Credit Faculty								4 credits for employee + dependents	

"X" Indicates benefit is provided

(1) From sick leave accrual

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

(3) Paid based on scheduled hours

(4) Based on longevity

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

(6) College pays 0.40/Employee pays 0.60