

ARTICLE 24 - BENEFITS

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 remainder of the plan year that began on January 1, 2024, Faculty members will contribute a portion of health insurance premiums as follows:

HMO	
Employee	12.00%
Employee + Dependent	18.00%
Employee + Family	25.00%
PPO	
Employee	15.00%
Employee + Dependent	25.00%
Employee + Family	35.00%

For the plan year beginning January 1, 2025, the College is required to and will participate in the State Group Health Insurance Plan. Health insurance plan offerings and premiums, including College and employee contributions, are determined by the State.

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 \$250,000 in life insurance on their spouse; and up to \$10,000 on their children from age 14 days to 26 years. 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. In addition, as a participant in the State Group Health Insurance Plan, employees of the College will be eligible for participation in any supplemental insurance plans provided by the State.
5. **Tuition Reimbursement.** Faculty members and their families are eligible to receive tuition waivers for college classes in accordance with Board Policy 2520 Professional Development and Tuition Waivers. Faculty members are also eligible to receive tuition reimbursement for non-TSC courses in accordance with Board Policy 2420, Employee Benefits and Privileges.
6. **Tuition Reimbursement for Nursing Faculty.** Due to the shortage of credentialed Nursing Faculty, the College will provide tuition reimbursement for graduate level

courses required for a related Master's or Doctorate Degree, up to six credit hours each semester, for Department of Nursing Faculty. Those seeking reimbursement must follow the procedures in Board Policy 2520 Professional Development and Tuition Waivers and the related Procedure.

7. **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.
8. **Retirement Plans and Tax-Sheltered Annuities.** As employees of the College, Faculty members may participate in either the Florida Retirement System Pension Plan, or its Investment Plan. Faculty may also participate in the Community College Optional Retirement Plan in lieu of membership in the Florida Retirement System. Faculty also have the option to contribute on a voluntary basis to a 457b and/or a ROTH 403b deferred compensation options.
9. **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.
10. **Parking.** Faculty are provided with parking at no cost.
11. **Annual Leave.** Pursuant to Board Policy 2425 Employee Attendance and Leave, teaching Faculty do not receive annual leave; Librarians do receive annual leave.
12. **Sick Leave.** Faculty members are provided with sick leave, as set forth in Board Policy 2425 Employee Attendance and Leave. Payment for unused sick leave upon separation from employment is set forth in Board Policy 2715, Separation Pay. Faculty members are eligible for participation in the College's Sick Leave Pool, as set forth in Board Policy 2430 Sick Leave Pool.
13. **Personal Leave.** Personal leave for Faculty is set forth in Board Policy 2425 Employee Attendance and Leave.
14. **Leave of Absence without Pay.** Leave of Absence without Pay for Faculty is set forth in Board Policy 2425 Employee Attendance and Leave. This policy also covers the continuance of benefits while on leave without pay.
15. **Administrative Leave.** Administrative leave for Faculty is set forth in Board Policy 2425 Employee Attendance and Leave.
16. **Military Leave.** Military leave for Faculty is set forth in Board Policy 2425 Employee Attendance and Leave. The College will comply with all state and federal laws regarding military leave.
17. **Family Medical Leave.** Family Medical Leave for Faculty is set forth in Board Policy 2430.01, Family Medical Leave Act.
18. **Domestic Violence Leave.** Domestic Violence Leave for Faculty is set forth in Section 741.313, Florida Statutes.

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 must first be bargained with UFF-TSC. Any alleged violation of the policies referenced in this Article are subject to Article 8, Grievance and Arbitration.