

## **ARTICLE XIX - EMPLOYEE BENEFITS**

### **A. INSURANCE BENEFITS AVAILABLE**

1. For each eligible full-time (1.0 FTE) faculty member who has elected to participate, for the 2019-2020 academic year the College shall make available beginning July 1, 2019, a maximum of \$1,330.00 per month toward the purchase of the following insurance benefits:

- a. Full Family Medical
- b. Full Family Vision
- c. Full Family Dental

2. For each eligible full-time (1.0 FTE) faculty member who has elected to participate for the 2020-2021 academic year, the College shall make available beginning July 1, 2020, a maximum of \$1,380 per month toward the purchase of such benefits.

3. Bargaining unit members who are less than 1.0 FTE shall receive a pro-rated share of the College's contribution based on the percent of their regular workload.

4. The College will also pay the premium for employee AD&D/Group Life - \$30,000

### **B. LONG-TERM DISABILITY INSURANCE**

Long-Term Disability insurance premiums shall be deducted from the employee's monthly salary. The policy shall provide 60% salary, maximum of \$8000 per month, available after 90 days of disability.

### **C. DOMESTIC PARTNER COVERAGE**

Domestic Partner coverage will be available to those employees who submit the notarized signed affidavit acceptable to the insurance company(ies).

### **D. SECTION 125 PLANS**

The College shall provide Section 125 Plans (A and B) for use by faculty members. The College will pay the administrative fee for any employee using the Section 125 (Flexible Spending Accounts) offered by the College.

### **E. CONTINUATION OF BENEFITS**

Faculty members completing their annual contractual duties shall receive the full twelve (12) months of insurance benefits. Members terminating employment shall receive College contribution for any month in which they worked. Thereafter, terminating faculty members may self-pay to participate in the College's insurance program if eligible under COBRA.