

BP 2.21 Other Employee Benefits and Programs

Legal Authority NCGS 115D-22; NCGS 115D-23; NCGS 115D-25; NCGS 115D-25.1; NCGS 115D-25.2; NCGS 115D-25.4; 1C SBCCC 200.94

Approvals 06/11/09
Revision

Policy

Full-time employees are eligible to enroll or otherwise participate in the employee benefits and programs from the first day of full-time employment.

A. North Carolina Teachers' and State Employees' Retirement System

You become a member of the System on your date of hire if you are:

- A permanent full-time teacher or employee of a State-supported board of education or community college,
- A permanent employee of the State (or any of its agencies, departments, bureaus, or institutions) and work at least 30 hours per week for nine months per year.

Details are available in the publication "Teachers' & State Employees' Retirement System Booklet.

B. Disability Salary Continuation

Covered Participants:

You are covered under the Disability Income Plan (the Plan) if you are (or become) a State teacher or State employee and you are in service and a member of the Teachers' and State Employees' Retirement System or a participant of the University Optional Retirement Program.

Short-Term Disability Benefits:

You are eligible if:

- You have at least one year of contributing membership service in the Retirement System earned within the 36 calendar months preceding your disability,
- You are determined to be mentally or physically disabled for the further performance of your usual occupation,
- Your disability was incurred at the time of active employment, and
- Your disability has been continuous.

Short-term disability benefits are paid by your employer; therefore, you should contact our employer to make application for benefits.

C. Death Benefit

As a member of the State Retirement System, an employee is automatically entitled to life insurance after one year of service, known as a death benefit; this benefit is equal to the highest 12 months salary in a row during the 24 months before you die no less than \$25,000 and no more than \$50,000. Your Retirement Benefits explains how the benefit is calculated.

D. Health Insurance

Full-time permanent employees may enroll in the state of North Carolina Comprehensive Major Medical Plan or PPO Health Plan. The state pays 100% of the cost for each permanent employee who works 30 hours or more per week for coverage in the PPO Basic and Standard Plans. The employee pays a portion for coverage in the PPO Plus Plan. Dependents' coverage is also available at group rates.

E. Waiver of Tuition

Full-time permanent employees may enroll in one (1) course per semester in any North Carolina Community College System institution with no tuition cost.

F. Faculty Upgrade Allotment Program (Formerly known as Tier A)

Colleges may use these funds to provide professional development and training opportunities for any full-time or permanent part-time college. All position categories are eligible to use these funds except president and vice-presidents who report directly to the president.

The specific focus of these funds is to provide community college employees training opportunities that relate to: teaching subject matter content, instructional/technical skills upgrading, career skills, or organizational development needs.

For additional information, please contact the professional development committee.

G. North Carolina State Employee's Credit Union

Membership in the North Carolina State Employees' Credit Union is available to any permanent employee. Payroll deductions to the Credit Union may be made for savings, loans, etc.

H. State Employees' Association of North Carolina (SEANC)

All employees who are members of the North Carolina Teachers' and State Employees' Retirement System are eligible for enrollment in the State Employees' Association of North Carolina.

I. State 401-K Plan

All employees who are members of the North Carolina Teachers' and State Employees' Retirement System are eligible for enrollment in the supplemental retirement system. Contact the College Controller for more information.

J. Flexible Benefits Plan

Premiums for disability, dental, and cancer premiums can be deducted on a pre-tax basis through payroll deduction. Enrollment in this program is open to all permanent employees during the annual open enrollment period. Contact the College Controller for more information.