

## Central Oregon Community College Benefits for Adjunct Faculty, Represented by Faculty Forum

**NOTE: Adjunct faculty must teach 24.5 load units (LU) per academic year or 30 load units per calendar year to qualify for benefits. Benefits are prorated at .50 FTE between 24.5 – 37.9 LU and .75 FTE at 38 + LU.**

COCC offers a comprehensive package of employer and employee paid benefits. Through Oregon Educators Benefits Board (OEBB), options are available that best fit the needs of employees and their families, including domestic partners. Group health benefits are available on the first day of the month following the employee's date of hire. The plan year is October 1 through September 30.

**Medical/RX insurance** is offered through **Moda Health**. **Dental** Plans are offered through **Moda Health** and **Willamette Dental Group**. **Vision** coverage is offered through **Moda Health**. Domestic partner coverage is available; imputed tax values apply. Child dependents are covered to the age of 26. The College contributes a negotiated premium amount; the coverage options dictate the employee's premium contribution. The group health plan (Medical/RX, Dental, & Vision) with the lowest annual deductible costs the employee **\$77** per month. Eligible dependents can be added to enrolled plans for an additional cost.

**Flexible Spending Account** is offered through **PacificSource Administrators** and allows pre-tax dollars to be set aside to use toward reimbursable Health Related Expenses (HRE) and/or Dependent Care Expenses (DCE).

After six months of employment, you become an eligible member of the Oregon Public Service Retirement Plan, administered by the **Public Employees Retirement System (PERS)** <http://oregon.gov/PERS/>. The College pays the employee's required contribution of six percent 6% (of the employee's annual salary) to the program.

Academic-year **Holidays** for standard 179-day contract include Veteran's Day, Thanksgiving (2 days), Martin Luther King Day, and Memorial Day.

**Sick Leave** is front loaded at the start of each academic year in the amount of 48 hours. Unused sick leave shall not accrue from year to year.

A College-provided confidential **Employee Assistance Program** through OEBB and **Reliant Behavior Health** allows for five (5) free visits to a counselor per plan year, along with many other support tools and resources.

**Professional Improvement** may be granted when such leave contributes to the goals of the College and enhances the professional competence of the individual. Details are contained in the faculty forum bargaining agreement.

Employees may enjoy a **20% discount at the College Bookstore** on most purchases. This *excludes* textbooks, electronics, CD's, videos, and all food/beverage items. (Discount is for employees only, not dependents.)

**Tuition Waiver** for employees, spouses, domestic partners, and children up to the age of 25 shall be allowed to enroll in credit/non-credit/Ed-2-Go courses free of **tuition** cost. Does not include materials or lab fees. Imputed tax values apply to domestic partnership.

Employees may ride the Bend public transportation system **Cascades East Transit** Reduced cost bus passes are available at the Information Office located in the Boyle Education Center.

Employees may use all **College recreation facilities** in Mazama Gym at no cost. Family members may use facilities by paying the quarterly usage fee. The College also has an established Staff Wellness program that offers a variety of activities and health resources.

### Additional Optional Benefits

**Medical Leave Assistance Program (MLAP)** Employees may enroll in this voluntary contribution program to receive income assistance during critical/serious illness.

**Optional Life and AD&D Insurance** may be purchased through **The Standard** for the employee and eligible dependents.

**Optional Long Term Disability** may be purchased through **The Standard** for the employee.

**Long-term Care Insurance** may be purchased through **Unum** via voluntary payroll deduction. The program is available to eligible employees, dependents, and their family members.

Participation in approved **Tax-Sheltered Annuities** through Carruth Compliance Consulting, which allows contributions into a retirement plan with "pre-tax" dollars.

**Oregon Savings Growth Plan** (OSGP) is a 457b deferred compensation plan that provides employees a convenient way to save for retirement through payroll deduction.

## **HOLIDAYS**

Holidays are consistent for all employee groups:

- January** - New Year's Day and Martin Luther King, Jr. Day
- May** - Memorial Day
- July** - Independence Day
- September** - Labor Day, including the Friday prior to Labor Day
- November** - Veterans Day, Thanksgiving, and the Friday after Thanksgiving
- December** – Winter Break

**Weekend Holidays:** Whenever a Holiday falls on Saturday, the preceding Friday shall be observed as a Holiday. Whenever a Holiday falls on Sunday, the following Monday shall be observed as a Holiday.