

3357:13-16-503: Benefits Summary – Adjunct Faculty

The following is intended only as a summary of benefits for adjunct faculty. Each benefit listed does not include all guidelines and procedures relative to each. Additional information is available at the office of Human Resources.

The following benefits apply to employees who are classified as adjunct faculty members:

Retirement:

The College contributes 14% of salary into the State Teacher Retirement System (STRS) for faculty employees. In addition, the College deducts the employee's contribution, 14% of salary into STRS, on a pre-tax basis.

Earned Time Off:

Eligible adjunct faculty members must be scheduled to teach the entire semester. Earned time off may be used for any reason, including but not limited to, vacation, family needs, personal illness, appointments with healthcare providers, personal business, and bereavement. For details click on the link:

<https://www.ncstatecollege.edu/documents/President/PoliciesProcedures/PolicyManual/Final%20PDFs/16-703.pdf>

Tuition Remission:

Eligible adjunct faculty members as well as their immediate family members are defined in the policy. Tuition remission will be based upon the value of one credit hour of tuition remission for every two credit hours taught (rounded down). For details click on the link. The form can be found in the policy manual at 16-54a or contact Human Resources:

<https://www.ncstatecollege.edu/documents/President/PoliciesProcedures/PolicyManual/Final%20PDFs/16-53.pdf>

Professional Liability Insurance:

The College pays 100% of the premium for all faculty and staff for professional liability insurance. The limit of liability is one million dollars.

Worker's Compensation:

Employees of the College are covered by the Industrial Commission, Bureau of Worker's Compensation, for injury received in the course of, and arising out of, the injured employee's employment. The coverage provides payments to health care providers, rehabilitation services, and other disability benefits.

Effective: September 24, 2024

Next Review: September 1, 2029

Revised Dates: 10/1/03, 8/8/16, 7/25/19, 9/24/24