

**Article 24**  
**BENEFITS**

24.1 Benefits and Benefit Improvements.

(a) Benefits are an important tool for attracting and retaining top quality faculty members. The Board and UFF strive to offer competitive benefits.

(b) In the event that the Florida Legislature or State University System of Florida Board of Governors enact legislation or rules that require the BOT to change benefit provisions, the BOT and the UFF will immediately commence negotiations over such changes.

(c) The Board and the UFF support legislation to provide adequate and affordable health insurance to all faculty members.

24.2 Part-Time Faculty Members. Part-time faculty members, including those in positions funded from Other Personal Services funds, may be entitled to employer-funded benefits under the provisions of state law and the rules of the Department of Management Services. Part-time faculty members should contact the Human Resources office to determine the nature and extent of the benefits for which they are eligible.

24.3 Retirement Credit. Retirement credit for faculty members who are authorized to take uncompensated or partially compensated leaves of absence shall be granted in accordance with state law and the rules of the Division of Retirement as they may exist at the time leave is granted. The current Florida Retirement System rules also require that to receive full retirement credit, the faculty member on uncompensated or partially compensated leave must make payment of the retirement contribution that would otherwise be made by the University, plus interest, if applicable. Faculty members who are to take such a leave of absence should contact the Human Resources office for complete information prior to taking the leave.

24.4 Benefits for Retired Faculty Members.

(a) Faculty members retired from the University shall be eligible, upon request, and on the same basis as other faculty members, subject to University policies, to receive the following benefits at the University:

- (1) FSU identification card;
- (2) Use of the University library (*i.e.*, public rooms, lending and research service);
- (3) Listing in the University directory;
- (4) Placement on designated University mailing lists;
- (5) A University parking permit;
- (6) Use of University recreational facilities (retired faculty members may be charged fees different from those charged to other employees for the use of such facilities);
- (7) The right to enroll in courses without payment of fees, on a space available basis, in accordance with the provisions of Section 1009.26(4), Florida Statutes;
- (8) A mailbox in the department/unit from which the faculty member retired, subject to space availability; and
- (9) A University e-mail address and Internet access.

  
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(b) In accordance with University policy, and on a space available basis, the University is encouraged to grant a retired faculty member's request for office or laboratory space.

(c) With the exception of retirees who participated in the Optional Retirement Program, retired faculty members of any state-administered retirement system are entitled to health insurance subsidy payments in accordance with Section 112.363, Florida Statutes.

#### 24.5 Public Employee Retirement Programs.

The Board and the UFF support legislation to provide comprehensive retirement programs for all faculty members. Faculty members have the option of electing Florida Retirement System (FRS) Pension Plan, Investment Plan, or choosing the Optional Retirement Plan (ORP). The Deferred Retirement Option Program (DROP) is a retirement program within the FRS Pension Plan that allows a faculty member to retire and have FRS benefits accumulate in the FRS Trust Fund earning interest while the faculty member continues to work for up to five years. Newly hired faculty members will receive retirement plan enrollment information from the Human Resources department upon being hired at the University.

#### 24.6 Optional Retirement Program.

(a) An Optional Retirement Program is provided for faculty members including the following provisions:

(1) Faculty members who are in the collective bargaining unit and otherwise eligible for membership in the Florida Retirement System.

(2) Any faculty member whose Optional Retirement Program eligibility results from initial employment will be enrolled as a member of the Optional Retirement Program. If the faculty member does not execute an annuity contract with an Optional Retirement Program approved provider and notify the Division of Retirement in writing within 90 days, the faculty member will be enrolled as a member of the Florida Retirement System.

(3) No accrued service credit or vested retirement benefits will be lost if a faculty member participates in the Optional Retirement Program;

(4) Benefits under the Optional Retirement Program shall be fully and immediately vested in the participating faculty members;

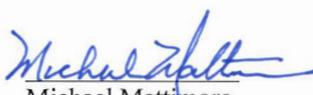
(5) The employer shall contribute to the Optional Retirement Program, on behalf of each faculty member participating in the program, a percentage amount of the faculty member's gross compensation, determined by the Legislature, less any reasonable and necessary amount, as determined by the Legislature, which shall be provided to the Division of Retirement for administering the program and for any other mandated purposes; and

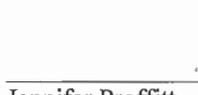
(6) A participating faculty member may contribute to the Optional Retirement Program, by salary reduction or deduction, a percentage amount of the faculty member's gross compensation not to exceed the percentage amount contributed by the employer to the Optional Retirement Program on behalf of the faculty member, but in no case may such contribution exceed federal limitations.

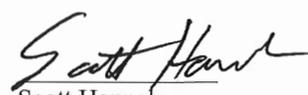
(b) The parties agree to inform eligible faculty members regarding the existence and impact of the Optional Retirement Program upon their retirement benefits.

(c) If the UFF is concerned with the performance of any aspect of the Optional Retirement Program, whether administered by the Board or another state agency, the UFF has a right to consult with the Board

  
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1 regarding such concern. As a result of such consultation, the parties may agree to an approach to address the  
2 concern if it lies outside the Board's statutory authority.

3 24.7 Free University Courses for Faculty Members. Full-time faculty members, including faculty members on  
4 sabbaticals or on professional development or grants-in-aid leave, may enroll for up to six (6) credit hours of  
5 instruction per term (Fall, Spring, or Summer) without payment of tuition and fees on a space available basis.

6 24.8 Employee Assistance Program. The Board encourages the University to expand its existing Employee  
7 Assistance Program (EAP), to include assessment, referral, follow-up consultation, short-term counseling, and  
8 other services for employees with personal, family, job stress, or substance abuse problems. Any policies created  
9 or revised by the University in the development or operation of its EAP shall be discussed in consultation with  
10 the local UFF Chapter.

11 24.9 Pre-tax Benefits Program. The Board shall continue to provide a pre-tax benefits program for salaried  
12 faculty members which includes the opportunity to: (1) pay for their state insurance premiums on a pre-tax basis  
13 and, (2) utilize flexible spending accounts for medical and dependent care expenses.

14 24.10 Bereavement Leave.  
15 (a) In the event of a death in the immediate family of a faculty member, the faculty member is entitled to  
16 two (2) days paid bereavement leave to attend to necessary arrangements and appropriate observances

17 (b) Nothing in Section 24.10 is intended to preclude faculty members from exercising additional leave  
18 rights provided elsewhere in this agreement, including the use of unpaid leave, in association with bereavement.

19 24.11 Scholarship Program for Spouses and Dependents. This program offers tuition scholarship to faculty  
20 members' spouses and dependent children. The Scholarship Program for Dependents provides a scholarship to  
21 cover the costs of tuition for up to six (6) credit hours of instruction per term (Fall or Spring). As a part of the  
22 tuition scholarship program for dependents and spouses, the University will choose at random from a pool of  
23 eligible applicants, dependent children and spouses of qualifying University faculty to participate in the program  
24 during the academic year and will provide up to \$75,000 in total tuition scholarship benefits for the program.  
25 Additional tuition scholarship benefits will not be distributed in excess of the specified limit, regardless of a  
26 spouse or dependent child's or spouse's eligibility. At the time of application, faculty seeking more than one  
27 scholarship should indicate whether the first dependent/spouse is pursuing undergraduate or graduate hours.  
28 Additional scholarships will be allocated if the pool has not been depleted. If the pool is depleted, there will be  
29 no additional scholarships beyond one per faculty member.

30  
31 (a) Only faculty members who have completed one year of continuous service by August 7 and who are  
32 Full-time faculty members, including faculty members on sabbaticals or on professional development or grants-  
33 in-aid leave are eligible.

34 (b) For purposes of this program, a "dependent" is any natural, adopted, or stepchild of the faculty member,  
35 or any other child for whom the faculty member is a legal guardian, under the age of twenty-fivefour (245) as of  
36 the first day of classes for the semester, or the faculty member's spouse. Also considered a dependent for purposes  
37 of this program are children over age 25 who are natural, adopted, or stepchildren, or any other child for whom  
38 the faculty member is a legal guardian as long as the faculty member's federal tax return indicates the child is a

  
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1 dependent or as long as the faculty member pays 50% of that child's support, as defined by the Internal Revenue  
2 Code. Special circumstances that suggest consideration of a case not fitting the above definition of "dependent"  
3 should be presented to the ~~Director of~~ Chief Human Resources Officer.

4 (c) For purposes of this Program, "spouse" refers to a faculty member's legally recognized marriage partner.

5 ~~(e) For each dependent child or spouse, the University will pay the cost of six credit hours towards the cost~~  
6 ~~of tuition for Fall and Spring of the academic year. Faculty members whose dependent child or spouse receive a~~  
7 ~~scholarship for graduate tuition will be responsible for applicable taxes.~~

8 (d) For each spouse or dependent child ~~or spouse~~ selected, the University will pay \$630.42 per semester  
9 ~~\$630.42 per semester~~ (the tuition cost of six ~~undergraduate~~ undergraduate credit hours, excluding fees), or  
10 ~~\$2,421.06~~ (the tuition cost of six graduate credit hours, excluding fees) ~~or \$2,421.06 (the cost of six graduate~~  
11 ~~credit hours)~~ towards the cost of tuition for Fall and Spring of the academic year. Faculty members whose spouse  
12 or dependent child ~~or spouse~~ receives a scholarship for graduate tuition will be responsible for applicable payroll  
13 taxes.

14 ~~(ded)~~ A spouse or dependent child must meet the admission standards of Florida State University, must  
15 be admitted to Florida State and must be degree-seeking in order to qualify for the tuition scholarship.

16 ~~(eff)~~ The scholarship is limited to academic courses, and the following are ineligible: Remedial math (i.e.,  
17 MAT1033); Applied music; Graduate courses in the College of Medicine and College of Law; Physical Education  
18 Activity courses; Dissertation, thesis, directed individual study (DIS), internship, supervised research, supervised  
19 teaching, exam, portfolio, or other one-on-one courses; audited courses; Center for Academic and Professional  
20 Development courses; and all non-state funded courses or sections (including distance learning courses funded  
21 solely by student tuition and fees).

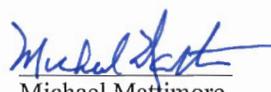
22 ~~(gffe)~~ Continuation of the tuition scholarship is contingent upon remaining in good academic standing  
23 as defined by the University registrar. A spouse or dependent child loses eligibility if a Student Code of Conduct  
24 violation results in their expulsion, suspension, expulsion from residence halls, or involuntary withdrawal.

25 ~~(hghf)~~ An undergraduate spouse or dependent child must take at least 15 credit hours per term, including  
26 the scholarship program hours. In the event the 15-hour requirement is unreasonable or unnecessary, the  
27 scholarship recipient can petition ~~University Admissions for an "underload," and if approved, the scholarship~~  
28 ~~will remain available to the recipient.~~ the academic dean or equivalent in their college/school for an "underload,"  
29 and if approved, the scholarship will remain available to the recipient.

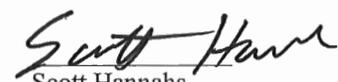
30 ~~(ihj)~~ A graduate-student spouse or dependent child ~~or spouse~~ must take at least 9 credit hours per term,  
31 including the scholarship program hours. In the event the 9-hour requirement is unreasonable or unnecessary, the  
32 scholarship recipient can petition the academic dean or equivalent in their college/school for an "underload," and  
33 if approved, the scholarship will remain available to the recipient.

34 ~~(ij)~~ A graduate-student spouse or dependent child ~~or spouse~~ is ineligible for the scholarship if currently  
35 employed on a graduate assistantship and receiving a full tuition waiver.

  
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