Temporary Faculty Benefits Eligibility Matrix

Benefits	One Semester Full-/Part-time	Academic Year 0 to 49% of FT	Academic Year 50 to 99% of FT	Academic Year Full-time (12 cr. hrs.)
Health Insurance & Prescription Drug Coverage	No	No	Cost shared – employee share of 57.5% of premium. Premiums rates effective July 1 – June 30.	Yes - 15% premium contribution. Premium rates effective July 1 – June 30.
Vision, Dental, Hearing Coverage through the Pennsylvania Faculty Health & Welfare Fund	No	0-24% of FT - no benefit; 25-49% of FT - member only benefits	Yes Member, spouse, and/or same-sex domestic partner	Yes Member, spouse, same-sex domestic partner, child and/or child of same-sex domestic partner
Retirement plan	See note 1	See note 1	Yes - MANDATORY ENROLLMENT	Yes - MANDATORY ENROLLMENT
Employer Paid Life Insurance	No	No	No	No
Voluntary Group Life Insurance	No	No	Yes	Yes
Long-Term Disability Insurance	No	No	Yes	Yes
Tuition Waiver	No	No	Yes - child or child of same-sex domestic partner (must attend IUP and certain restrictions apply)	Yes - faculty member, spouse, same-sex domestic partner, child, child of same-sex domestic partner (certain restrictions apply)
Supplemental Retirement Plans – 403(b) & 457	Yes	Yes	Yes	Yes
Paid Sick Leave (cumulative year-to-year with no cap)	See note 2	See note 2	See note 2	15 days per academic year (7.5 days/56.25 hours per semester)
Paid Leave to Care for a Sick Family Member	Yes – limited to 5 days per calendar year	Yes – limited to 5 days per calendar year	Yes – limited to 5 days per calendar year	Yes – limited to 5 days per calendar year
Paid Bereavement Leave	Yes	Yes	Yes	Yes
Sick Leave bank – Contact APSCUF, 101 Keith Hall (724) 357-3021	Yes	Yes	Yes	Yes
Paid Personal Leave	No	No	No	1 day per semester
Paid Annual Leave	No	No	No	No unless appointed to a 12 month faculty position
FMLA	See note 3	See note 3	See note 3	See note 2

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Civil leave w/pay -	Yes	Yes	Yes	Yes
Military leave	Yes	Yes	Yes	Yes
Educational leave w/ or w/o pay – Contact the Office of the Provost	Yes	Yes	Yes	Yes
State Employees' Assistance Program (SEAP)	Yes	Yes	Yes	Yes
Purchase of Savings Bonds Through Payroll Deduction	Yes	Yes	Yes	Yes
Pennsylvania 529 College Savings Program	Yes	Yes	Yes	Yes
Social Security Deductions	Yes	Yes	Yes	Yes
Workers' Compensation	Yes	Yes	Yes	Yes
Unemployment Compensation	Yes	Yes	Yes	Yes
PNC Workplace Banking	Yes	Yes	Yes	Yes
Credit Union - PSECU	Yes	Yes	Yes	Yes
Direct Deposit of Biweekly Salary	Yes	Yes	Yes	Yes
Free Parking with Parking Pass for Parking in Designated Areas	Yes	Yes	Yes	Yes
Employee Self-Service (ESS) Account	Yes	Yes	Yes	Yes

NOTES:

1. Faculty members who are current members of the State Employees' Retirement System (SERS) or the Public School Employees' Retirement System (PSERS), or who were enrolled in PASSHE's Alternative Retirement Plan (ARP) during previous periods of employment with PASSHE will be enrolled in their respective plan as an IUP employee.
2. Temporary full-time faculty members appointed for one semester accrue and may use 7.5 days (56.25 hours) during the semester. Temporary part-time faculty members accrue 1 day of sick leave per semester.
3. Faculty members must have 1 year total service and worked 1250 hours in the previous 12-month period to be eligible for FMLA leave. Eligible employees may take up to 12 weeks of unpaid, job-protected leave for the following reasons:
    - For incapacity due to pregnancy, prenatal medical care or child birth;
    - To care for an employee's child after birth, or placement for adoption or foster care;
    - To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
    - For a serious health condition that makes the employee unable to perform the employee's job