

Collin County Community College District

Associate Faculty

Benefits

Collin County Community College District Associate Faculty members, who meet the following specific criteria (as authorized in SB 1370), may elect to participate in the Texas Employees Group Benefits Program (**GBP**).

Eligibility:

An associate faculty member teaching credit classes at CCCCD is eligible to participate in the group benefits program if the faculty member:

- (1) receives compensation from CCCCD as an Associate Faculty member; and
- (2) has been employed as an Associate Faculty member by CCCCD and has taught at least one course in each regular fall and spring semester in each of the preceding three academic years; and
- (3) is under contract or scheduled* to teach at least 12 semester credit hours in the academic year of coverage.

NOTE: Associate faculty members, who are eligible and elect to participate in the GBP after September 1, 2004, will have a 90-day waiting period for health insurance coverage. Any enrollment changes after initial eligibility must be in accordance with ERS rules and may require evidence of insurability application and approval. All other insurance plans must be elected within thirty (30) days of initial eligibility. Eligibility is determined as of the 1st day of classes for each long academic semester.

Eligibility for these benefits does not constitute an employment contract or a promise of future employment.

“Scheduled to teach” shall mean an associate faculty member is scheduled as of the first class day of a fall or spring semester.

FY2009-2010 Health Insurance Monthly Premiums

EMPLOYEE ONLY	\$385.38
EMPLOYEE + SPOUSE	\$826.02
EMPLOYEE + CHILD(REN)	\$ 680.42
EMPLOYEE + FAMILY	\$1121.06

Insurance-eligible employees with children under the age of 19 who might qualify for the State Kids Insurance Program may apply for reduced premiums for their child(ren)'s health insurance.

For more details and an application form, see

<http://www.ers.state.tx.us/Insurance/Publications/skipbrochure.html>.

FY2009-2010 Dental Insurance Monthly Premiums:

	Indemnity	DMO
EMPLOYEE ONLY	\$22.46	\$ 8.52
EMPLOYEE + SPOUSE	\$44.92	\$17.05
EMPLOYEE + CHILD(REN)	\$53.90	\$20.45
EMPLOYEE + FAMILY	\$76.36	\$28.98

Other Insurance Plans Available:

The following insurance plans are also available for purchase and are described in more detail in the insurance ERS Guide to Benefits booklet:

Dependent Term Life Insurance*

Supplemental Term Life Insurance*

Long Term Disability*

Short Term Disability*

Long Term Care*

Tex Flex (Pre-tax Flexible Spending Accounts)*

**These plans are not eligible for continuation of coverage under COBRA*

Collin College Human Resources department will notify associate faculty members who are identified as eligible to participate in the benefit plans through an initial email to his/her campus email address. Other correspondence regarding the group benefit plan will be distributed by email through the college's GroupWise email system. Faculty members are responsible for obtaining and monitoring their GroupWise email for information throughout the year.

Watch your college email for important benefits messages and updates!

Other Important Notes:

A break in an Associate Faculty member's employment with Collin County Community College District requires that the faculty member meet eligibility requirements again, based on teaching at least one course in each of the last six consecutive fall and spring semesters.

Each participating Associate Faculty member will need to execute an agreement of responsibility for the cost of premiums and will authorize that the CCCC Payroll department may autodraft his/her bank account for the full amount of the monthly premium(s) in the event the payroll check is insufficient to cover the premium cost.

Links and Contact Information:For information regarding these insurance plans, visit the **Employees Retirement System of Texas** web site at:

<http://www.ers.state.tx.us>

ERS:

P.O. Box 13207

Austin, TX 78711-3207

Toll Free Telephone: 877-275-4377

CCCCD Benefits-Assoc Faculty:

Larry Merrill, Manager of Benefits

Central Park Campus

972-548-6664