

ADJUNCT BENEFITS

Qualifications to Receive Benefits:

1. Appointed for 6 months or longer at 0.5 FTE or greater.
2. Qualifies for benefits Fall semester if s/he qualified in the previous Spring semester and s/he is appointed at 0.5 FTE.
3. If an adjunct does not qualify for benefits under #2 and is initially appointed as a 0.5 FTE for Fall semester only and then is later appointed for Spring semester at a 0.5 FTE or greater, s/he will qualify for benefits beginning in January. NOTE: Benefit reserves are collected to pay health insurance over the summer months. Therefore an appointment of this kind would be charged for 7 months of health insurance at \$626/month (5 months for spring semester and another 2 months to cover through July 31st).

Examples:

NO BENEFITS (account code 61123)

3 course load, 3 credits each (0.375 FTE per AY or 0.75 FTE Fall semester only)

Paid \$5,000 per course

Total Salary = \$15,000

Estimated Benefits = \$2,895.87

Total Cost = \$17,895.87

Percentage of Benefits based on salary = 19.31%

BENEFITS (account code 61123)

4 course load, 3 credits each (0.5 FTE per AY)

Paid \$5,000 per course

Total Salary = \$20,000

Estimated Benefits = \$11,373.16

Total Cost = \$31,373.16

Percentage of Benefits based on salary = 56.87%

PARTIAL BENEFITS: appointed for spring separately (account code 61123)

2 course load, 3 credits each (0.5 FTE Fall semester only)

Paid \$5,000 per course

Total Fall Salary = \$10,000

Estimated Benefits = \$1,930.58

2 course load added for Spring, 3 credits each (0.5 FTE Spring semester and for the AY)

Paid \$5,000 per course

Total Spring Salary = \$10,000

Estimated Benefits = \$6,312.58*

*this includes 7 months of health insurance premiums because of qualification #3.

Total Cost for the AY = \$28,243.16

Percentage of Benefits based on salary = 41.22%

The benefit percentages based upon Budget Office averages are as follows (these vary slightly from the OSP Information Sheet):

30% Faculty & 29.3% Professionals (based upon avg salary of \$64,852 and \$68,267)

41% Classified (based upon salary of \$32,005)

.63% GTA's & Students (when registered full-time, enrolled in 6 credits or more)

8.63% GTA's & Students (when enrolled in < 6 credits)

As you can see from the above examples, employee benefits vary greatly and may not necessarily follow the campus-wide averages. As a general note, the lower the salary, the higher the benefits percentage and vice versa, the higher the employee salary, the lower the benefits percentage.