



Human Resources
6500 Pacific Blvd SW
Albany, OR 97321
(541) 917-4420

FACULTY FULL-TIME BENEFITS

INSURANCE EFFECTIVE DATE - If date of hire is between the 1st and the 15th of the month, insurance coverage is effective the first of the following month. If date of hire is after the 15th, insurance coverage is effective the first of the second month after hire.

REQUIRED EMPLOYEE INSURANCE - (Paid by College)

- Medical, Dental, Vision (may opt-out if covered by another employer sponsored, comprehensive group health insurance plan). Plan comparison here <https://www.oregon.gov/oha/OEBB/Documents/OEBB-Benefit-Comparison-2026.pdf>
- **Employee Only** medical, dental and vision coverage premiums are paid 100% by the college.
- **Long Term Disability**
- **Basic Employee Life Insurance** (\$50,000)
- **Basic Employee or Dependent Life Insurance** (\$2,000)
- **Life and Accidental Death and Dismemberment** (\$50,000)
- **Tax Sheltered Annuity** – Employer contributions into a 403(b) Tax Sheltered Annuity (TSA) on behalf of each Faculty member in an amount equal to \$2,150 annually for Tier 1/Tier 2 eligible PERS members and \$650 annually for OPSRP eligible PERS members. The employer contributions will be made monthly and are based on the annual contribution amount divided by the number of contracted months for the individual Faculty member.

OPTIONAL DEPENDENT INSURANCE – College pays 75% of the medical, dental and vision premium cost to insure dependents of Faculty employees working a full 168 day, 1.0 FTE load contract.

- **OPTIONAL BENEFITS:** Flexible Spending Accounts, Life Insurance, Short Term Disability, Tax Sheltered Annuities, Cancer, Critical Illness, Accident Insurance. Premiums are paid with a payroll deduction.
- **SICK LEAVE:** Faculty on 168-day contracts will accrue ten days of sick leave per school year. Faculty members who are contracted in excess of 168 days or work during the summer shall receive additional sick leave on an incremental basis. The maximum sick leave earned in a year shall be 12 days. The maximum summer term sick leave earnings will be 16 hours. The following chart shall be used to calculate incremental summer sick leave earnings.

Credit	Contact	Hourly	Sick Leave
3	50	66	4 hours
6	100	132	8 hours
9	150	200	12 hours
12	200	264	16 hours

- **BEREAVEMENT LEAVE:** In the event of death in an employee's family, the employee shall be granted bereavement leave of up to five (5) days of absence with pay per occurrence for time required for the purpose of grieving, attending the funeral, or making the necessary arrangements.



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- **EMERGENCY AND PERSONAL LEAVE:** Each member of the bargaining unit shall have access to a maximum of two days of personal leave per year for the purposes of attending to a bona fide emergency (urgent, unforeseen occurrence requiring immediate action) or for personal business (e.g., legal matters, business matters, parent/teacher conferences, emergency childcare) which cannot be scheduled outside regular hours of work.
- **PROFESSIONAL DEVELOPMENT LEAVE:** The purpose of the professional development fund is to benefit faculty members and the College by providing the opportunity for eligible faculty members to secure additional education, training, and/or experiences that will enhance their competencies to carry out their college goals while adding to the instructional quality of the College.
- **TUITION WAIVER:** Tuition waivers to include tuition and general college fees for association members and their dependents for an unlimited number of credits per quarter. The tuition waiver does not cover lab, program or supply fees.
- **EMPLOYEE ASSISTANCE PROGRAM:** Confidential counseling and consultations for employees and eligible dependents.
- **OREGON PUBLIC SERVICE RETIREMENT PLAN (OPSRP):** After 6 full months of employment, 6% of employee's monthly gross income will be sent to OPSRP (employee contributions will be paid by the college). If a current OPSRP or PERS member, contributions will start immediately.
- **ATHLETIC EVENTS DISCOUNTS:** Show your staff ID.
- **WORKERS' COMPENSATION INSURANCE:** The College provides coverage under SAIF for work related accidents and occupational illnesses.
- **FAMILY CONNECTIONS:** LBCC contracts with Linn and Benton Counties Family Connections to provide eligible employees with access to referral services in the areas of childcare, child development, parenting and elder care. There is no charge for these services.
- **BUS PASS:** With a current validated staff ID card, all LBCC staff may ride the Linn-Benton Loop and Linn Shuttle for no charge.
- **EDUCATIONAL SOFTWARE DISCOUNTS:** Microsoft offers free software for staff.
- **FREE PARKING:** Parking is available in any designated, unrestricted area. Users must observe all one-way designations and should not park on stall lines or crosswalks - one vehicle per space with the exception of motorcycles parked in the designated motorcycle parking areas.