



UNIVERSITY of NORTH ALABAMA

Benefits Eligibility Chart

BENEFIT	Employee Status Classification							
	Full-Time Faculty, 9 or 12 Months (A)	Full-Time Regular Staff and 12-Month Non-Teaching Faculty (B)	Half-Time Faculty (C)	Half-Time Regular Staff (D)	Part-Time Regular Staff (E)	Full-Time Temporary Staff * (F)	Part-Time Temporary Staff ** (G)	Adjunct Faculty *** (H)
Medical (Including Vision)								
Dental								
Basic Life and AD&D								
Long-Term Disability								
Annual Leave								
Sick Leave								
Paid Holidays								
Tuition Remission (Employee) ****								
Tuition Remission (Spouse) ****								
Tuition Remission (Child) ****								
Teachers' Retirement System								
TIAA-Cref (403B Plan)								
RSA-1 (457 Plan)								
Optional Life Insurance								
Cafeteria Plan Participation								
Discount Athletic Tickets								
Supplemental Benefits								

* Full-Time, Temporary Staff employees are entitled to medical and dental coverage with an employment term over 60 days duration; employees in this classification must also participate in the Teachers' Retirement System after one year of employment. Employees in this classification are also eligible for paid holidays that fall during their regular work period.

** Part-Time, Temporary Staff employees who work twenty hours per week or more are not eligible to participate in the Teachers' Retirement System until after one year of employment. Participation is mandatory.

*** If already a member of TRS, employees must contribute, regardless of hours worked or status classification.

**** Must meet the definition of eligible employee found in the policy [here](#). New employees must be in an active status for at least 90 days before eligible.

Employee Status Classification Definitions

A	Full-Time (FT) Regular Faculty, 9 or 12 Month	A faculty member who carries a full-time course load (tenure-track or non-tenure-track).
B	Full-Time (FT) Regular Staff and 12-Month Non-Teaching Faculty	An employee who has an indefinite appointment and works 40 hours per week for generally 12 months per year (2080 hours).
C	Half-Time (HT) Regular Faculty	A faculty member who has an appointment that is equal to 50% of the teaching load of regular (tenure-track or non-tenure-track) faculty positions.
D	Half-Time (HT) Regular Staff	An employee who has an indefinite appointment and works 20-29 hours or less per week.
E	Part-Time (PT) Regular Staff	An employee who has an indefinite appointment and works 19 hours or less per week.
F	Full-Time (FT) Temporary Staff	An employee who is employed for a specific period of time. The employee does not have an indefinite appointment and works 40 hours per week.
G	Part-Time (PT) Temporary Staff	An employee who works an irregular schedule or varied hours for a specified period and does not meet the requirements established for a full-time, temporary employee.
H	Adjunct Faculty	An appointment for a part-time faculty position specifying both the part-time workload and the period of time – normally one term – with the appointment terminating automatically at the end of the period specified.

Regular versus Temporary – Regular employees are hired on an indefinite employment term as the result of a POSTED position. Temporary employees can be hired via a posted position or on an employment term of less than one year, without a posting. Regular employees are entitled to benefits immediately and temporary employees are only entitled to benefits in certain cases. To move from temporary to regular, a position must be posted externally for at least seven days.