

Benefit Impact Information

Benefit Impacts for current employees who change from a 12 month position to a 9 or 10 month academic calendar position:

1. The effective date of an assignment change from a 12 month to a 9 or 10 month position must be the start of the next applicable academic calendar.
2. Insurance benefits will continue for all 12 months of the calendar year with no increase in premiums.
3. Only employees on a 9 or 10 month calendar which has the non-work portion of the calendar during the summer months may participate in the health insurance Double Deduct program. In this program, benefits premiums are double deducted from February to May in order to cover the summer month premiums.
4. All employees in 9 or 10 month assignments may participate in the Deferred Pay program at the beginning of their second academic calendar year in the assignment. The Deferred Pay program distributes the employee's 9 or 10 month salary evenly across 12 months, thereby enabling the employee to continue to receive a bi-weekly paycheck of the same amount during the off duty months. This is accomplished by banking a portion of the employee's 9 or 10 month earnings from each payroll of the academic calendar which is then paid out during the off duty months.
5. The Florida Retirement System's 3% mandatory employee contribution into the Pension, Investment Plan, or ORP as well as any other voluntary ORP contributions will only be deducted from the employee's earnings during the on duty months of the assigned academic calendar. Therefore, if the employee chooses to participate in Deferred Pay, retirement contributions based on the full academic calendar annual salary will be deducted during the on duty months resulting in no deductions from the employee's earnings during the off duty months.
6. Employees participating in the Florida Retirement System will receive a full year (12 months) of retirement system service credit for each full 9 or 10 month academic calendar year of employment.
7. Employees on a 9 or 10 month assignment will continue to accrue Sick and Annual Leave at the same accrual rate during the on duty months of the academic calendar. No leave will accrue during the off duty months, and employees will not be able to use Sick or Annual Leave during the off duty months.