

USFFA Full-Time Faculty Benefit Chart

New USFFA Full-Time Faculty Appointments:

Duration of Teaching Assignment	Benefits Start	Benefits End	What's Next	If New Appointment is Submitted by the College before Benefit End Date
Spring Semester Term Appointment (One semester)	Date of Hire (1/1) for medical*; dental and vision (2/1) first of the month following date of hire	Last day of benefits is 5/31	COBRA will be offered effective 6/1, unless a new appointment is extended for the following semester	Benefits will continue
Fall Semester Term Appointment (One semester)	Date of hire (8/1) for medical*; dental and vision (9/1) first of the month following date of hire	Last day of benefits is 12/31	COBRA will be offered effective 1/1 unless a new appointment is extended for the following semester	Benefits will continue
Fall and Spring Term Appointment	Date of hire (8/1) for medical*; dental and vision (9/1) first of the month following date of hire	Last day of benefits is 5/31	COBRA will be offered effective 6/1, unless a new appointment is extended for the following semester	Benefits will continue
Spring and Fall Term Appointment	Date of hire (1/1) for medical*; dental and vision (2/1) first of the month following date of hire	Last day of benefits is 12/31	COBRA will be offered effective 1/1 unless a new appointment is extended for the following semester	Benefits will continue
Multi-Year Term Appointment	Date of hire, either 8/1 for Fall or 1/1 for Spring for medical*; dental and vision first of the month following date of hire.	Last day of benefits ends 5/31 or 12/31	COBRA will be offered effective 6/1 or 1/1 unless a new appointment is extended for the following semester	Benefits will continue
Tenured Track Faculty	Date of hire, either 8/1 for Fall or 1/1 for Spring for medical*; dental and vision first of the month following date of hire.	Upon termination of employment; last day of month of termination date either 5/31 or 12/31	COBRA will be offered effective 6/1 or 1/1	N/A

Job Change

Duration of Teaching Assignment	Benefits Start	Benefits End	What's Next	If New Appointment is Submitted by the College before Benefit End Date
Moving from Full-Time Faculty to Adjunct Faculty in Spring	See above chart	Last day of benefits is 12/31	COBRA will be offered effective 1/1	Kaiser coverage may continue if the college confirms teaching in the Spring. See policy
Moving from Full-Time Faculty to Adjunct Faculty in Fall	See above chart	Last day of benefits is 5/31	COBRA will be offered effective 6/1	Kaiser coverage may continue if the college confirms teaching in the Fall. See policy

Job Change for Faculty Fellows

Duration of Teaching Assignment	Benefit Continuation for Transition Period	Benefits End under Full Time Fellow	Benefits Start under Full Time Faculty Appointment
Moving from Full-Time Fellow to Full-Time Faculty in Fall (new Faculty appointment should state (8/1)	Only medical, dental, vision and EAP will continue for June and July	All other benefits will end 5/31	Will start on 8/1

**For Full-Time Law Faculty, medical coverage starts on 1st of the month following date of hire.*