

ARTICLE 24: BENEFITS

24.1 General Provisions

A. The Parties acknowledge that during negotiations for this Agreement insurance and related benefits transitioned to the State of Florida Group Health Insurance Plans. Bargaining unit members may participate in the applicable State Group Health Insurance Plans, if eligible. The terms, conditions, premium costs, benefits and any other costs or benefits applicable to eligible bargaining unit members shall be set forth and established in the state plan, notwithstanding any provision to the contrary in this Agreement.

B. An Employee Benefits Advisory Committee shall be empaneled to review benefits policies and procedures and make recommendations to Administration. The committee shall have 10 members proportional to benefits-eligible College employees.

C. The employee contribution towards any premium for any insurance product under this Article shall be paid via payroll deduction, unless the terms of the specific plan provide otherwise. Such premium contributions shall be paid with pre-tax dollars whenever permitted by law.

D. Bargaining unit members who have been recommended for employment for the subsequent academic year shall continue to receive all of the benefits guaranteed under this Article during the summer.

24.2 Life Insurance

The College agrees to pay the premium costs for life insurance with a responsible insurance carrier at the rate established by the Division of State Group Insurance for employer-paid coverage. The bargaining unit member may purchase optional life insurance coverage at the maximum amount allowed by the plan by paying the additional cost and adhering to the terms and conditions of the life insurance plan.

24.3 Employee Assistance Program

The College shall offer and bear the full cost of an Employee Assistance Program available to all bargaining unit members.

24.4 Worker's Compensation Insurance

The Administration shall adhere to the laws of the State of Florida regarding Workers' Compensation claims by bargaining unit members arising out of and in the course of employment at the College.

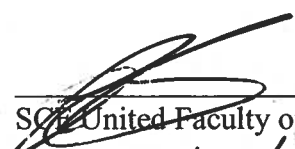
24.5 Other Insurance

The College may offer additional insurances for bargaining unit members to participate in at their cost.



SCF Board of Trustees

Date



SCF United Faculty of Florida

Date

UFF-SCF and SCF – BOT Article 24 Proposal
July 24, 2026

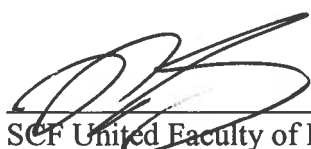
34 24.6 Retirement

- 35 A. Each bargaining unit member shall participate in the Florida Retirement System and the federal
36 Social Security system. Bargaining unit members shall also have access to the State
37 Community College System Optional Retirement Program (SCCSORP) in lieu of FRS at the
38 option of the individual bargaining unit member.
- 39 B. Each bargaining unit member shall have access to traditional and Roth 403(b) tax-sheltered
40 annuity plans and a 457(b) deferred compensation plan. Participation is at the individual
41 member's option and cost and contributions may be made through payroll deduction.
- 42 C. Bargaining unit employees who qualify under the provisions of this program shall have the
43 right to participate in the Retirement Enhancement Plan (REP) as defined by Rule 6HX14-
44 2.41.



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