



# UNIVERSITY OF NORTH ALABAMA

## Benefits Eligibility Chart

<b>BENEFIT</b>	Full-Time or 12 Months (A)	Full-Time Regular Staff -
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\* Full-Time Temporary Staff employees are eligible for dental and dental insurance with an appointment term over 60 days duration; employees are also eligible for paid holidays that fall during their regular work period.

-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.

\*\*\*\* Must meet the definition of eligible employment for this purpose [here](#). Employees must be employed for 60 days before eligible.

### Employee Status Classification Definitions

A	Full-Time (FT) Regular Staff (12-Month)	A faculty member who carries a full-time course load (tenure-track or non-tenure-track)
B	Full-Time (FT) Non-Teaching Faculty (12-Month)	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 Staff (12-Month)	A faculty member who has an appointment that is equal to 50% of the teaching load for (tenure-track or non-tenure-track) faculty positions.
D	Half-Time (HT) Regular Staff (9-Month)	An employee who has an indefinite appointment and works 20 hours per week.
E	Part-Time (PT) Regular Staff (12-Month)	An employee who has an indefinite appointment and works 19 hours or less per week.
F	Full-Time (FT) Temporary Staff (12-Month)	A person who is employed for a definite period of time. The employee does not have an indefinite appointment and works 40 hours per week.
G	Part-Time (PT) Temporary Staff (12-Month)	A person who is employed for a definite period of time for a specified 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 via a posted position externally for at least seven months. Temporary employees are hired via a posted position must be posted