

1 **ARTICLE 24**
2 ***BENEFITS***
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4 **24.1 Benefits Improvements.** The University and UFF support legislation to provide adequate and
5 affordable health insurance to all employees.
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7 **24.2 Part-Time Employees.** Part-time employees are entitled to employer-funded benefits under the
8 provisions of state law and the rules of the Department of Management Services. Part-time employees
9 should contact the Human Resources office to determine the nature and extent of the benefits for which
10 they are eligible.
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12 **24.3 Retirement Credit.** Retirement credit for employees who are authorized by the University to
13 take uncompensated or partially compensated leaves of absence shall be granted in accordance with State
14 law that exists at the time leave is granted. Employees who plan to take a leave of absence should contact
15 the Human Resources office for complete information prior to taking the leave.
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17 **24.4 Benefits for Retirees.**

18 Employees who elect to retire have resigned from the university and are no longer employees of the
19 university, and as such their benefit information may be found in UCF Policy or provided on a case by
20 case basis by contacting Human Resources to determine eligibility for the nature and extent of the
21 benefits.
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23 **24.5 Tuition Waiver Benefit Programs.** The University offers an employee benefit program to
24 provide tuition waivers to full-time employees, including employees on sabbaticals, professional
25 development, and grants-in-aid, medical, or educational leave, or involuntarily called to active military
26 service, to enroll in up to six credit hours in eligible courses per term on a space-available basis.
27 Employees using the employee tuition waiver and contingent waiver recipients shall be allowed to
28 register two hours ahead of state employees. Eligibility guidelines and procedures are available on UCF's
29 Human Resources or UCF Regulations websites. To be eligible for a waiver, one must first be accepted at
30 the university as a student.

31 (a) Tuition Waiver Benefit Limitations. Courses ineligible for the tuition waiver benefit
32 include, but are not limited to: courses offered through other State Universities, State Colleges;
33 Continuing Education classes or courses; Graduate Medical Education programs; Cost Recovery
34 programs; Market Rate programs; independent study; supervised research; supervised teaching labs;
35 thesis hours; dissertation; internships; co-ops; or applied, individualized instruction in Music, Art, or
36 Dance. Penalty Fees, including excess hour fees and repeat course fees, also are not covered by the tuition
37 waiver benefit. Limitations apply to all recipients of this benefit.

38 (b) Contingent Waiver Program. If an employee does not use the employee tuition waiver
39 benefit program or does not use the full six credit hour benefit during a semester or summer, then the
40 spouse or dependents (up to the age of 26) of the employee may receive a tuition waiver for that semester
41 or summer. The spouse or dependent may use up to six credit hours not used by the employee to enroll in
42 eligible courses on a space-available basis per term. This contingent waiver may be used by up to two
43 individuals during any given term.
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45 **24.6 Pre-tax Benefits Program.** To the extent permissible by federal or state law the University
46 shall continue to provide pre-tax programs for employees.
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48 **24.7 Additional Benefits.** The University provides a wide variety of other benefits. Information is
49 available on UCF Human Resources benefits webpage.