

MEMORANDUM

To: PCC

From: Ken Katkin, Chair

Re: Amended Proposed Revisions to Faculty Handbook re Health Insurance Benefits for Short-Term Non-Tenure-Track Temporary (NTTT) Faculty Members

Date: January 11, 2018

Section 1.4 of the NKU Faculty Handbook governs certain terms and conditions of employment for full-time, non-tenure-track, temporary faculty members (NTTTs) at NKU. In this context, in pertinent part, the fourth paragraph of Section 1.4 of the Handbook currently states that for full-time NTTTs, "health insurance is provided by the University if the appointment is full-time for the complete academic year."

To comply with the Affordable Care Act, however, the University now provides health insurance to full-time NTTTs who are expected to work on average 30 hours or more per week for three months or more, even if those NTTTs are contracted to work for less than a complete academic year. Therefore, to bring the Faculty Handbook into conformity with the current practice required under the Affordable Care Act, and also to reflect comments received at the Faculty Senate meeting of December 15, 2017, Section 1.4 of the Handbook should be amended.

Therefore, I propose that PCC revise its prior recommendation to Faculty Senate to now propose that the relevant language in the fourth paragraph of Section 1.4 of the NKU Faculty Handbook be amended by adding the following words:

"health insurance is provided by the University if the appointment is full-time for the complete academic year. **If the appointment is full-time for less than one complete academic year, health insurance is provided by the University as needed to comply with local, state, or federal laws or regulations.**"

On the following page, the paragraph at issue is set forth as it currently appears in the Faculty Handbook, and as it would appear, as amended.

NKU Faculty Handbook Section 1.4, fourth paragraph (current language):

Non-tenure-track, temporary faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year.

NKU Faculty Handbook Section 1.4, fourth paragraph (with amendment highlighted):

Non-tenure-track, temporary faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year. **If the appointment is full-time for less than one complete academic year, health insurance is provided by the University as needed to comply with local, state, or federal laws or regulations.**

NKU Faculty Handbook Section 1.4, fourth paragraph (as amended):

Non-tenure-track, temporary faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year. If the appointment is full-time for less than one complete academic year, health insurance is provided by the University as needed to comply with local, state, or federal laws or regulations.