

Faculty Benefit Summary (CCFA)

Welcome to Camosun College!

A career at Camosun includes a great health benefits package as well as opportunities for growth in your chosen discipline. Located on two beautiful campuses, you will be joining a college with an inspiring atmosphere, supportive colleagues, and where work-life balance is encouraged and important.

Compensation

Compensation ranges from Step 11 (\$70,437) to the top of the grid which is Step 1 (\$112,872). (April 1/2024)

Extended Health

- o Prescriptions: written by a physician/dentist and dispensed by a licensed pharmacist t 95% of first \$1000 of paid expenses, 100% thereafter
- o Vision care: prescription glasses or elective contact lenses or elective laser vision correction to a combined maximum of \$650 every 2 calendar years, eye exams \$100 every 2 years
- o Professional services including:
 - x Chiropractor, Podiatrist/Chiropodist, Athletic Therapist & Naturopath- \$400 per calendar year
 - x Physiotherapist & Massage Therapy: unlimited
 - x Speech Therapist: \$1000 per calendar year
 - x Acupuncturist: \$300 per calendar year

Note: X-rays are not covered for chiropractors, podiatrists/chiropodists, naturopaths, physiotherapists, athletic therapists

And more such as hearing aids

Group Life Insurance & Accidental Death and Dismemberment

- o 3 times your annual salary earnings to a maximum of \$800,000
 Note: the amount of time salary is adjusted for age progression after 65

Short Term Disability / Long Term Disability

- o 70% weekly earnings, to a maximum of \$1,385

College Pension Plan (defined benefit plan)

- o Employee contribution t 10.24%
- o Employer contribution t 10.34%

Vacation

- o 44 working days, 3 of which must be used between Christmas and New Years
- o A maximum of 20 days may be carried forward in any given year with the Dean/Director's approval

Professional Development Funding

- o Professional development funding is available to assist faculty to remain current and active in their discipline/ program

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Camosun College Social/ Cultural Events

- o Year-round activities include biannual New Employee5 0 0 1 270.65 430.03 Tm0 g0 G()JT#T@.00000912 0 612 79