

NTT FACULTY HEALTH INSURANCE ELIGIBILITY

November 1, 2010

NEW NTT FACULTY		NEW NTT FACULTY		NEW NTT FACULTY
Quarterly Contract "Case A"	Quarterly Contract "Case B"	Annual Contract "Case A"	Annual Contract "Case B"	Multi-Year Contract
↓	↓	↓	↓	↓
PA indicates quarterly contract	PA indicates quarterly contract	PA indicates annual contract	PA indicates annual contract	PA indicates multi-year contract
Teaches two consecutive* quarters, minimum half-time** each quarter.	Teaches one quarter.	a) Teaches all three quarters over AY (F,W, S) equal to or greater than 50% or more each quarter; <u>or</u> b) Teaches all three quarters over AY (F,W,S) and appointment averages 50% or more over AY.	a) Teaches all three quarters in AY (F,W,S) less than 50% in each quarter; <u>or</u> b) Teaches over all three quarters in AY (F, W, S) but appointment does not average at least 50% over AY.	On an academic year basis, teaches three quarters over AY year (F,W,S) and appointment averages 50% or more over AY.
YES	NO	YES	NO	YES
Health Insurance eligible <u>on the 1st of the month after the start of the 2nd consecutive quarter.</u> Note: Not retroactive to first quarter of teaching.	Not eligible for health insurance benefits	Health Insurance eligible (summer included if expected to return in subsequent Fall Quarter).	Not eligible for health insurance benefits	Health Insurance eligible until contract end-date (summer quarters included if expected to return in subsequent Fall Quarters).
NTT SUMMER QUARTER		NTT SUMMER QUARTER		NTT SUMMER QUARTER
a) Summer Quarter is the 2nd consecutive quarter and will be taught at half-time or greater based on academic quarter length** ; or b) After establishing eligibility, teaches Summer Quarter at half-time or greater based on academic quarter length** ; or c) Expected to return in the subsequent Fall Quarter after three consecutive quarters (F, W, S) of teaching under quarterly contracts taught at half time or greater per quarter and teaches or does not teach Summer Quarter.	a) & b) Salary & Benefits to be covered by Summer Session (EESP). c) Health Benefits to be covered by State Operating Budget, teaching or not teaching. Salary, if teaching, covered by Summer Session (EESP).	a) <u>Not expected to return in the upcoming Fall Quarter</u> and continues to teach over Summer Quarter half-time or greater based on academic quarter length** ; or b) <u>Expected to return in the subsequent Fall Quarter</u> and teaches or does not teach Summer Quarter.	a) Salary & Benefits to be covered by Summer Session (EESP). Health Benefits to be covered by State Operating Budget, teaching or not teaching. Salary, if teaching, covered by Summer Session (EESP). b) Health Benefits to be covered by State Operating Budget, teaching or not teaching. Salary, if teaching, covered by Summer Session (EESP).	Expected to return in the subsequent Fall Quarter and teaches or does not teach Summer Quarter.
YES		YES		YES
In "a" and "b" health insurance eligible but must teach Summer Quarter half-time or greater. If "c" health insurance eligible with or without teaching Summer Quarter.	Salary & Benefits to be covered by Summer Session (EESP) Health Benefits to be covered by State Operating Budget teaching or not teaching. Salary, if teaching, covered by Summer Session (EESP).	In "a", health insurance eligible but must teach summer quarter half-time or greater. In "b", health insurance eligible with or without teaching Summer Quarter.	Salary & Benefits to be covered by Summer Session (EESP). Health Benefits to be covered by State Operating Budget teaching or not teaching. Salary, if teaching, covered by Summer Session (EESP).	Health Insurance eligible with or without teaching Summer Quarter -- no requirement to teach half-time or greater.

RETURNING NTT Previously employed via Quarterly Contracts	RETURNING NTT Previously employed via Annual Contract	RETURNING NTT Two-Year Averaging Rule for Continuous Health Care
↓	↓	↓
PA indicates returning within 12-month window.	PA indicates returning within 12-month window.	PA indicates year three of hire without a multi-year contract. (This rule is new and at WWU has been implemented a half-dozen times.)
Previously health insurance eligible and returns to WWU <u>within 12 months of leaving</u> WWU to an appointment half-time or greater.	Previously health insurance eligible and returns to WWU <u>within 12 months of leaving</u> WWU to an appointment half-time or greater.	Teaches an average of half-time over all three quarters of each AY (F, W, S) for at least 2 academic years with quarterly contracts.
New Quarterly or Annual Contract established upon return.	New Quarterly or Annual Contract established upon return.	New quarterly or annual contract established for Year Three.
YES	YES	YES
Health Insurance eligible	Health Insurance eligible	Health Insurance eligible starting year 3.

*Consecutive quarters can cross over academic years: a) teaching in the Spring and then teaching in the Fall is considered consecutive; or b) Spring and then Summer; or c) Summer and then Fall.

**How many credit hours equal a full-time (100%) or a half-time (50%) NTT appointment per quarter? Generally, for the AY, full-time = 12 credit hours per quarter; and half-time = 6 credit hours per quarter. For Summer Quarter, full-time is 12 credit hours over 12 weeks, part-time is 6 credit hours over 12 weeks, part-time can also be 6 credit hours over 12 weeks, and so on. If you have questions on this, please call Jeff Ritter in HR.