



Effects of Leave on Faculty Benefits

1. Personal Leave

Retirement (TSERS and ORP) and State Disability Income Program

Faculty member may NOT continue to pay into the system. This constitutes a break in service.

Health Insurance

Faculty member may continue coverage by paying the FULL cost of coverage. Written notification and personal checks should be sent to hr.

Life, Auto, Home, Dental, Supplemental Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Written notification and personal checks should be sent to hr.

Flexible Spending Accounts and Supplemental Retirement Contributions

Faculty member may not continue contributions while on leave without pay.

2. Educational / Professional Development Leave (Without Pay)

Retirement (TSERS and ORP)

Faculty member may submit a written request to hr to remain in TSERS or the ORP to hr. If approved by the retirement system, faculty member must pay his or her portion by personal check to hr. This constitutes a break in service. It may be possible in some cases to buy back this time; please contact hr for complete details.

Health Insurance

Faculty member may continue coverage by paying his or her portion of the premium. Personal checks may be sent to hr. The university will continue paying its portion for the faculty member.

Life, Auto, Home, Dental, Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Written notification and personal checks should be sent to hr.

Flexible Spending Accounts and Supplemental Annuities

Faculty member may not continue contributions while on leave without pay.

3. Research Assignment - Full Salary

Retirement (TSERS and ORP)

Faculty member may continue contributions. Payroll deductions will continue to be made. The university will continue to pay its portion of contributions on the faculty member's behalf.

Health Insurance

Faculty member may continue coverage by paying his or her portion of the premium. The university will continue paying its portion for the faculty member.

Life, Auto, Home, Dental, Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Premiums will continue to be payroll deducted.

Flexible Spending Accounts and Supplemental Annuities

Faculty member may continue contributions. Premiums will continue to be payroll deducted.



4. Research Assignment (One-half salary)

Retirement (TSERS and ORP)

Faculty member will remain in TSERS or the ORP. Personal checks for 1/2 of the employee portion of the contribution may be made (payable to UNCG, delivered to hr). However, payments are NOT tax-deferred. Receipt of payment will ensure that the University continues its 1/2 of the matching contributions on the participant's behalf.

Health Insurance

Faculty member may continue coverage through payroll deduction of his or her portion of the premium (assuming that sufficient funds are available). The university will continue paying its portion for the faculty member.

Life, Auto, Home, Dental, Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Premiums will continue to be payroll deducted (assuming that sufficient funds are available), or payment can be made by personal check.

Flexible Spending Accounts and Supplemental Annuities

Faculty member may continue contributions. Premiums will continue to be payroll deducted (assuming that sufficient funds are available), or payment can be made by personal check.

5. Research Assignment (Without Salary or Pay From Outside Source)

Retirement (TSERS and ORP)

Faculty member may submit written request and personal check to remain in TSERS or the ORP to hr. Receipt of the written request will ensure that the University continues its matching contributions on the participant's behalf.

Health Insurance

Faculty member may continue coverage by paying his or her portion of the premium by personal check to hr. The university will continue paying its portion for the faculty member.

Life, Auto, Home, Dental, Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Written notification and personal checks should be sent to hr.

Flexible Spending Accounts and Supplemental Annuities

Faculty member may not continue contributions while on leave without pay.

6. Research Assignment (Without Salary but With Grant Support)

Retirement (TSERS or ORP)

Faculty member may submit written request to hr to remain in TSERS or the ORP. If grant funds are paid through the UNCG payroll system, payroll deductions will be made. If not, the faculty member may make contributions by personal check to hr.

Receipt of the written request will ensure that the University continues its matching contributions on the participant's behalf.

Health Insurance

Faculty member may continue coverage by paying his or her portion of the premium by personal check to hr (or payment may be made through payroll deduction if sufficient funds are available). The university will continue paying its portion for the faculty member.



Human Resources

Life, Auto, Home, Dental, Disability, AD&D Insurance and TIAA Wage Continuation

Faculty member may continue coverage. Written notification and personal checks should be sent to hr (or payment may be made through payroll deduction if sufficient funds are available).

Flexible Spending Accounts and Supplemental Annuities

Faculty member may not continue contributions while on leave without pay. If grant funds are paid through the UNCG payroll system, payroll deductions may be made.