

Faculty Benefit Summary (BCGEU)

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 (\$71,846) to the top of the grid which is Step 1 (\$115,129) (April 1/2024).

Extended Health

- Prescriptions, written by a physician/dentist and dispensed by a licensed pharmacist – 95% for first \$1,00 of paid expenses, then 100% thereafter
- Vision care: prescription glasses or elective contact lenses or elective laser vision correction to a combined maximum of \$1,300 every 4 calendar years, eye exams \$100 every 2 years
- Professional services including:
 - Chiropractor, Acupuncturist, Athletic Therapist - \$500 per calendar year
 - Podiatrist/Chiropodist - \$200 per calendar year
 - Naturopath- \$400 per calendar year
 - Physiotherapist & Massage Therapy: \$25 per visit, first 3 visits thereafter unlimited
 - Speech Therapist: \$100 per calendar year

Note: X-rays are not covered for chiropractors, podiatrists/chiropodists, naturopaths, physiotherapists, athletic therapists
And more such as... hearing aids, medical equipment, emergency travel assistance & other supplies/services

Psychological Services Plan (part of Extended Health)

- Psychologist/Clinical Counsellor - \$3,000 per family per calendar year

Dental

- 100% for Level I - Basic Services
- 100% for Level II - Supplementary Basic Services
- 75% for Level III - Dentures
- 75% for Level IV - Major Restorative Services
- 50% for Level V – Orthodontics
 - Unlimited benefit maximums for Level I to IV / \$3,500 per lifetime for Level V

Employee & Family Assistance Plan

- Homewood Health provides Employee & Family Assistance Program (EFAP) services that help individuals lead a healthy lifestyle
- Services include: counselling, online cognitive behaviour therapy program, lifestyle coaching, and e-learning opportunities
- Crisis support available 24 hours per day, 7 days per week, 365 days per year

This is a summary only. In the case of any discrepancy, Manulife documentation will take precedence. If further information is required, please contact Human Resources.

Group Life Insurance & Accidental Death and Dismemberment

- 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

Long Term Disability

- 66.67% of monthly earnings, to a maximum of \$12,000

College Pension Plan (defined benefit plan)

- Employee contribution – 10.24%
- Employer contribution – 10.34%

Vacation

- 45 working days, 3 of which must be used between Christmas and New Years
- Carry over ten (10) days in any given year. Under special circumstances, carry over of additional days upon written approval of the Dean.

Professional Development Funding

- 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

- Year-round activities include biannual New Employee Welcome events, Conversations Day, employee drop-in yoga and fitness classes, diversity seminars, indigenous potlatch, and volunteering opportunities
- Camosun College’s Healthy Together employee wellness program offers a range of information, webinars, and wellness tips
- Embrace our commitment to Indigenization by participating in initiatives like TELFIN TFE WILNEW (TTW), ŚW,ŁENENITEL: Doing Good Work Together, and the Indigenous Community of Practice
- Elevate your leadership skills through tailored training and support programs, including Coaching Services for Workplace Leaders and Recruitment & Selection Toolkits

Policies Camosun College policies are located [here](#).