



## 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

- Prescriptions: written by a physician/dentist and dispensed by a licensed pharmacist – 95% of first \$1000 of paid expenses, 100% thereafter
- 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
- Professional services including:
  - Chiropractor, Podiatrist/Chiropodist, Athletic Therapist & Naturopath- \$400 per calendar year
  - Physiotherapist & Massage Therapy: unlimited
  - Speech Therapist: \$1000 per calendar year
  - 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, 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, \$2,000 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

**Short Term Disability / Long Term Disability**

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

**College Pension Plan (defined benefit plan)**

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

**Vacation**

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

**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](#).