**3356-7-33 Fringe benefits, part-time faculty.**

Responsible Division/Office: Human Resources

Responsible Officer: VP for Legal Affairs and Human Resources

Revision History: December 1998; September 2001;

November 2010; February 2012; December 2018;

December 2023

Board Committee: University Affairs

**Effective Date:** **December 7, 2023**

Next Review: 2028

(A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to attend events, activities and performances offered, and to otherwise enhance each employee’s workplace experience.

(B) The university may provide these and other fringe benefits for part-time faculty:

(1) Sick leave. Per section 124.38 of the Revised Code and rules 123:1-32-03 to 123:1-32-05 of the Administrative Code, part-time faculty members earn sick leave at the rate of 4.6 hours for each eighty hours of service (equates to .0575 hours per workload hour per week).

(2) Fee remission.Part-time faculty who teach two or more workload hours in a given semester at the university receive remission of one-half of the instructional fee for up to three credit hours per term, regardless of the number of hours taught. The maximum benefit per academic year will not exceed nine credit hours. Credit hours may be accrued and used during the fall and spring semesters of an academic year and the summer term that follows spring semester. The office of financial aid and scholarships administers this program. Part-time faculty are not eligible for fee remission for online instruction provided by the university in partnership with academic partnership or any successor.

(3) Parking. Part-time faculty who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Part-time faculty may register to obtain a parking permit online through university parking services. Further, part-time faculty who operate a motor vehicle on university property are expected to abide by the university traffic and parking rules and regulations.

(4) Retirement. Part-time faculty are enrolled in the state teachers retirement system (STRS). Participation involves contributions from the individual and the university based upon annual gross salary. The part-time faculty member’s service during any academic year is reported to STRS.

(5) Discount Programs. Part-time faculty may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:

(a) Athletic and theater tickets – fifty percent discount. The fifty percent discount on athletic tickets will be made available for all home regular season athletic competitions competed in by YSU, unless hosted by an outside entity;

(b) Bookstore purchases – twenty percent discount for purchases over five dollars.

(6) Facility use. Use of university facilities. Part-time faculty may use the resources of the Maag library and campus recreational facilities and areas during normal hours of operation when the use does not conflict with scheduled activities. A valid identification card is required.

(7) Further information about part-time faculty can be found on the human resources website.