



Human Resources

Adjunct Faculty Benefits at a Glance FY 2019-2020

As an employee of Lone Star College (LSC), you may be eligible to take advantage of a variety of benefits and opportunities that add to your quality of life. This document is designed to provide you with a summary of those benefits. The following are available to eligible Adjunct Faculty employees.



Insurance Plan Options (If Eligible)

Adjunct Faculty may be eligible to participate in medical, dental, vision, life, and/or disability insurance plans, at employee's expense, after the eligibility criteria has been met.



Tuition Assistance

Need to take a class? Adjunct Faculty are eligible for LSC Tuition Assistance after completing six consecutive Fall/Spring semesters.



Professional Development Opportunities

The Office of Organizational Development offers numerous professional development programs designed to help develop teaching skills and improve classroom effectiveness.



Free Parking

Why pay to park where you work? Lone Star College offers free parking at all locations.



Retirement Plans

Teachers Insurance and Annuity Association (TIAA)

(If not already participating in TRS or SSA, and if participating in ORP through another employer)

Contribution Percentages:

Employee: 6.2%

LSC: 1.3%

Teacher Retirement System (TRS)

(Only if already contributing through another employer or if working over the minimum allotted hours)

Contribution Percentages:

Employee: 7.7%

LSC: 7.5%

Optional Retirement Plan (ORP)

(If already contributing through another employer employee will be placed in TIAA)

Social Security Administration (SSA)

(Only if already retired and receiving SSA Payments under your SS Number)

Contribution Percentages:

Employee: 6.2%

LSC: 6.2%



Access to Campus GYM Facilities

All LSC employees enjoy free access to LSC campus fitness centers and are welcome to participate in campus wellness activities.



Access to Library Services

Adjunct Faculty enjoy access to all Lone Star College libraries and services. Additionally, access to Harris County Libraries is available at LSC-CyFair and LSC-Tomball.



Access to Credit Unions

All LSC employees have access to InvesTex and Smart Financial Credit Union.



Tax Deferred Savings Accounts

Employee may contribute towards a 403(b)-tax deferred account or 457(b) deferred compensation plan.



Personal Leave

Adjunct Faculty are allowed one paid personal leave day per course taught each semester.