

## Policy 5.03

### Affordable Care Act Policy

The College recognizes and values the knowledge and skills provided by adjunct faculty, staff and student employees. Each employee brings unique experiences and community, business and industry connections which enhance the College's educational environment. Employees who serve the College with 30 hours or more on average per week are eligible for health benefits.

Any adjunct faculty, staff, or student employee working a continuous thirty hour workload per week based on their specific job category, as listed in the [Affordable Care Act Procedures](#), will be offered the opportunity to enroll in the NC State Health Insurance as mandated under the Affordable Care Act. Employees considered full time or the equivalent have the option to waive the opportunity of receiving health benefits by signing a waiver form and submitting to the Human Resources Department on an annual basis.

### References

**Legal References:** *1C SBCCC 200.94*

**SACSCOC References:** *Enter SACSCOC references here*

**Cross References:** [Affordable Care Act Procedure](#)

### History

**Senior Staff Review/Approval Dates:** *02/03/15*

**Board of Trustees Review/Approval Dates:** *02/03/15*

**Implementation Dates:** *Enter date(s) here*