

13.5.9 UNEMPLOYMENT COMPENSATION (All Employees, Except Students)

March, 1990; Rev/ May, 2000; Rev/May, 2003 (Effective July 1, 2003)

13.5.9.1. OBLIGATION OF THE COLLEGE

Unemployment compensation is available for Snow College employees if they qualify under State rules. Students and student spouses are exempted from this coverage. Less than twelve-month faculty are exempted during their semester off. Application for benefits must be made through the State Workforce Services office whose employees will determine if a person qualifies for benefits. Snow College is billed monthly for the actual costs of unemployment compensation paid that month.

13.5.9.2. UNEMPLOYMENT COMPENSATION CHARGES

In order to build up a fund with which to pay the monthly charges, each cost code from which salaries are paid will be charged a fixed percentage of the total amount of wages paid from that cost code except student wages. Percentage rate to be charged will be reviewed periodically, and changes made when necessary to enable the accumulated fund to break even. However, at least six months average cost will be maintained to buffer unforeseen demands upon the fund. The initial charge for the fund shall be .5% (one-half of one percent) of all salaries paid.