

Resolution to Include Eligibility for Domestic Partners in Educational Benefits
Faculty Senate
Professional Relations Committee
October 8, 2012
First Reading

Whereas the Ohio University Faculty Handbook defines "family" to "include spouse, former spouse, domestic partner of same sex and opposite sex, former domestic partner, parent-child, and sibling relationships, even if the persons involved do not live in the same household";

Whereas Group Benefits outlined in the Faculty Handbook recognize domestic partners of same sex or opposite sex as eligible for most family benefits; and,

Whereas inclusion of domestic partners of same sex or opposite sex was inadvertently omitted from eligibility for educational benefits,

Be it resolved that the language in the Faculty Handbook Section III.Q be amended to

Q. Educational Benefits for Eligible Contract Employees and Their Spouses or Domestic Partners

Educational benefits are available for Group I, II, and IV faculty, other contract employees and their spouses or domestic partners of same sex or opposite sex. For full-time employees, the benefit is 100 percent of the instructional fee. For Group II faculty with an FTE of 0.67 or greater (averaged over the academic year rounded to two decimal places) as of the 15th day of classes of Fall Semester, the scholarships are equivalent to 100 percent of the instructional fee. Benefits for other part-time employees are prorated. No part of the general fee is covered by this benefit.

Eligible contract employees may take one course per semester during regular working hours and an additional course during non-working hours. Spouses or domestic partners of eligible contract employees may take as many courses as academically permissible.

Retirees, spouses or domestic partners of employees who retired while on full-time status, spouses or domestic partners of employees who have been placed on disability termination, and widowed persons whose spouses or domestic partners died while on full-time status shall retain educational benefits. (See Policy and Procedure Manual, No. 40.016.)