

5.5.5 Disability Income Plan

Last Revised: March 2025

Policy: All full-time Piedmont Community College (PCC) employees will be covered by the Disability Income Plan provided through the Teachers' and State Employees' Retirement System (TSERS) of North Carolina.

Purpose/Definitions:

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This policy outlines specifics of the Disability Income Plan provided to PCC employees through the North Carolina TSERS program.

Definitions

N/A

Approval Authority/Monitoring Authority: Piedmont Community College's Board of Trustees has approval authority for this policy. The Vice President, Administrative Services/CFO has monitoring authority for this policy.

Procedure:

Section 1: Coverage

- 1.1. All full-time PCC employees are covered by the Disability Income Plan through TSERS.
 - 1.1.1. Participation in the TSERS plan is provided at no cost to the employee.
 - 1.1.2. The College makes all the necessary contributions on behalf of the employee.
 - 1.1.3. The employee must have at least one year of contributing membership service in the Retirement System earned within the 36 calendar months preceding their disability to be eligible for short-term disability.
 - 1.1.4. Long-term disability requires that the employee have at least five (5) years of contributing membership within the 96 calendar months prior to the end of the short-term disability period.

- 1.1.5. Additional information is available upon request in the Office of Human Resources & Organizational Development.

Section 2: Limitations

- 2.1. An employee who receives benefits from the Disability Income Plan is not eligible to participate in the shared leave program. See PCC Policy 5.31 Voluntary Shared Leave for additional information.
 - 2.1.1. Shared leave, however, may be used during the required waiting period and following the waiting period provided Disability Income Plan benefits have not begun.

Legal Citation: [1C SBCCC 200.94 \(p. 40\)](#)

History: Effective October 1988; Revised January 1991, October 2001, August 2021, March 2025 – cross references PCC Policy 5.31 Voluntary Shared Leave