

**ARTICLE 26**  
**BENEFITS**

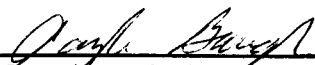
**26.8 Free University Courses for Faculty and/or Dependents.** Full-time faculty members, including faculty on sabbaticals or on professional development or grants-in-aid leave, are entitled to up to six (6) credit hours of instruction at the University of West Florida per semester (Fall, Spring, or Summer) without payment of tuition or mandatory fees. The entitlement may be used by the faculty member or his or her dependents, subject to the restrictions listed in (a) through (f), below.

- (a) Each faculty member may utilize no more than a total of six (6) credit hours per semester.
- (b) The six (6) hours of instruction per semester may be utilized by the faculty member for undergraduate or graduate credit, subject to the restrictions listed in (f), below.
- (c) The faculty member's dependents may utilize some or all of the six (6) credit hours. The dependent may utilize the credit for graduate or undergraduate credit, subject to the restrictions listed in (e) and (f), below.
- (d) For purposes of this program, a "dependent" is a spouse, any natural, adopted, or step child of the faculty member, or any other child for whom the faculty member is a legal guardian, under the age of twenty-five (25) as of the first day of classes for the semester. A natural, adopted, or step child, or any other child for whom the faculty member is a legal guardian, over the age of twenty-five (25), as long as that child is claimed as a dependent on the faculty member's federal tax return or the faculty member pays more than 50% of that child's support, as defined by the Internal Revenue Code is also a dependent for purposes of this program. Special circumstances that suggest consideration of a case not fitting the above definition of "dependent" should be presented to the Director of Human Resources.
- (e) The faculty member's dependent may not register for more than three (3) graduate credit hours per semester.
- (f) The faculty member or dependent may not use this program for directed studies, practica, internships, music and theater performance, continuing education, and other one-on-one course situations such as theses and dissertations.



Chief Negotiator, University of West Florida

17 August 2006  
Date



Chief Negotiator, United Faculty of Florida

17 August 2006  
Date