



# I ♥ MY PANTHER BENEFITS

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## Benefits Updates | May 12, 2025

### 9-Month Faculty: Deferred Earning Program (DEP) Enrollment Period | 2025-2026 Academic Year

The [9 over 12 Deferred Earning Program \(DEP\)](#) provides 9-month faculty an alternative option to receive payment of their annual salary over a twelve (12) month period. This method of payment is available on an **opt-in** basis only and requires authorization from the faculty.

The DEP enrollment period for the 2025-2026 Academic Year is available **now through Monday, August 25, 2025**. During this time, 9-month faculty may choose to **enroll in or dis-enroll from** the DEP.

- Current DEP participants who wish to continue do not need to take any action.
- To review the [estimated calculation](#) for Deferred and Gross Earnings, please utilize the [calculation link](#).
- New faculty will make their selections when completing sign-on documents.
- For faculty retiring or separating at the end of the 2026 Spring Semester and carrying health insurance, it is suggested that they dis-enroll from the 9 over 12 DEP.
- New enrollees and participants wishing to enroll/dis-enroll in the program should review the [Enrollment and Cancellation Announcement](#) provided.

For more information, please refer to the [Enrollment and Cancellation Announcement](#).

### Important Information for Employees Donating Sick Leave Hours

In accordance with [FIU's Catastrophic Pool Policy](#), employees may voluntarily donate sick leave hours to colleagues in need. As a reminder, donations must follow the guidelines below.

#### Eligibility and Donation Guidelines – per FIU's Catastrophic Pool Hours:

- Sick Leave hours may be donated, on a voluntary basis, from one employee to another.
- Employees may receive a maximum of 480 sick leave donation hours.
- Donations need to be in 8-hour increments.
- Donors can only donate a max amount of 80 accrued sick leave hours in a 36-month period.
- Employees receiving donations must be on an approved Medical Leave due to their **own condition** or for a **family member's condition**.
- Employees receiving donations must have exhausted all their sick, vacation, compensatory time, and sick leave pool, if applicable.

#### Employees Receiving Catastrophic Pool Hours – Supervisor and HR Liaison Responsibility:

- Collect Catastrophic Pool memos signed by donors.
- Prepare a spreadsheet with the names and number of hours donated by each employee.
- Ensure donations are approved by the Department's Head and Vice President or Provost.
- Submit package to HR Leaves at [hrleaves@fiu.edu](mailto:hrleaves@fiu.edu).

Questions? Contact Benefits Administration at [benefits@fiu.edu](mailto:benefits@fiu.edu).