

ADJUNCT FACULTY BENEFITS SUMMARY

Updated July 2011

Adjunct faculty members receive the following benefits consistent with the terms of their labor agreement. The following summarizes all of the benefits provided to adjunct faculty employees, except those benefits that are mandated by law. This document is a summary only, and is not intended to describe each benefit in detail. In the event there is a conflict between this summary and the insurance plan or the collective bargaining agreement (CBA) itself, the contents of the plan/CBA shall prevail.

Sick and Emergency Leave

Adjunct faculty are credited with one hour of sick and emergency leave per weekly contact hour taught during each academic semester and during the Spring/Summer sessions. This bank may accumulate from year to year, up to a maximum of 50 hours.

Health Insurance

Adjunct faculty may elect to participate in the MESSA Choices II PPO health insurance program.

Health Insurance Premium Contributions

The following premium contribution will be deducted from each paycheck:

Single	\$ 7.01
Couple	\$16.01
Family	\$21.99

In addition to the above employee contribution requirement, all less than full-time faculty members who elect health insurance coverage are responsible for a prorated amount of the premium as determined by his/her teaching load each academic semester and during the Spring/Summer sessions. (*CBA: Article XV*)

Dental Insurance

Adjunct faculty, by request, may receive dental insurance by paying a pro-rata share of the premium cost as determined by his/her teaching load each academic semester and during the Spring/Summer sessions. The employee must be enrolled in the College Health Insurance program to elect dental insurance coverage.

The College provides dental coverage through SET-SEG for employees and their eligible dependents (up to age twenty-five [25]) as defined by the Internal Revenue Code of the United States. The plan provides 100% coverage for preventative services and 80% coverage for other specified services, up to a maximum of \$1,000 per year per person. Orthodontic benefits are provided for dependents age 19 and under, up to a \$1,300 lifetime maximum. (*CBA: Article XV*)

Vision Insurance

Adjunct faculty, by request, may receive vision coverage by paying a pro-rata share of the premium cost as determined by his/her teaching load each academic semester and during the Spring/Summer sessions. Adjunct's vision coverage is provided through the Colleges Vision Reimbursement Program. The employee must be enrolled in one of the College Health Insurance programs to elect vision insurance coverage.

Effective Date of Medical Insurance

The effective date of coverage for adjunct faculty who choose to participate in the pro-rated medical insurance program will be the first of the month of the beginning of a new academic semester. (This is not outlined in the labor agreement, but is the college-wide standard.)

Retirement

Adjunct faculty will automatically participate in a defined benefit plan, administered by the Michigan Public School Employees Retirement System (MPSERS), has a ten-year vesting requirement and provides a benefit based on salary and a multiplier of 1.5% for each year of service. Health insurance benefits are currently available through MPSERS upon retirement.

Deferred Compensation

Adjunct faculty may defer a portion of their salary into tax-sheltered long-term savings plans (403(b) and/or 457(b) programs). The College offers several investment options.

Educational Grant Waiver

Adjunct faculty, their spouse, and dependent children (up to age twenty-five [25] as defined by the Internal Revenue Code of the United States) may enroll in Mott College credit and non-credit courses. Adjunct faculty shall be provided educational grants in the amount of credit hours taught in that semester. Grant credits shall accumulate for a period of two (2) years. (*CBA: Article X*)

Employee Assistance Program (EAP)

Employees have an Employee Assistance Program available to them operated by Help Net. The Employee Assistance Program provides counseling to the employee and any household members at no cost to the employee for a variety of issues.

*For additional information, contact the Human Resources department at
Mott Community College.*