

**FACULTY
BENEFITS SUMMARY**

Updated January/July 2011

Faculty members receive a comprehensive fringe benefits package consistent with the terms of their labor agreement. The following summarizes all of the benefits provided to full-time 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

Faculty members accrue 10 days of sick and emergency leave at the beginning of each academic year, which may be used for personal illness or other certain “emergencies” (such as illness of an immediate family member) as defined in the CBA. This bank may accumulate from year to year, up to a maximum of 200 days. A pro-rated number of days will be provided to new hires whose start date is on or after the beginning of the academic year. Upon retirement, an employee will receive payment for any unused sick days, based on the formula contained within the CBA. *(CBA: Article XII)*

Personal Business

Faculty members receive two (2) personal business days per year. Time is granted the beginning of each academic year and must be utilized during the academic year. Unused time is converted to sick and emergency leave time at the end of each academic year. A pro-rated number of days will be provided to new hires whose start date is on or after the beginning of the academic year.

Personal Business time is provided for legitimate business, professional, and family obligations of a faculty member which cannot be met outside of his/her regular scheduled teaching assignment. Typical of these obligations, although not all-inclusive are: court appearances, scheduled medical examinations, dental appointments, religious holidays, college graduation exercises, honors convocations honoring the faculty member or members of his/her immediate family, and real estate transactions. *(CBA: Article XIII)*

Health Insurance

Faculty members may elect to enroll in the MESSA Choices II PPO health insurance program or receive Cash in Lieu.

Health Insurance Premium Contributions

Following are the premium contributions that are deducted from each paycheck:

Single	\$14.23 7.01
Couple	\$32.2616.01
Family	\$40.0521.99

Cash in Lieu of Health Insurance

Faculty members that elect to waive health insurance coverage will receive three hundred (\$300) dollars per month for every month they are eligible for health insurance. The monthly payment is taxable income. (*CBA: Article XV*)

Flexible Spending Accounts

Employees are eligible to participate in the College's Flexible Spending Accounts. The Medical Spending Account allows an employee to use pretax dollars up to \$3,000 annually to pay for allowable health expenses* not covered by another source, as defined by the IRS. The Dependent Care Spending Account allows an employee to tax shelter up to \$5,000 annually to pay for dependent care expenses, such as child day care.

*NOTE: Per Health Reform Legislation, effective January 1, 2011, the costs for over-the-counter drugs that are not prescribed by a physician may not be reimbursed through a flexible spending account. (*CBA: Article XV*)

Dental

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. The premium is fully paid by the College for employees and their eligible dependents. (*CBA: Article XV*)

Vision

Coverage for employees and their eligible dependents is provided by the VSP 3 Vision Care Plan and includes lenses, frames and an examination every 12 months up to a specified amount in each category. The premium is fully paid by the College for employees and their eligible dependents. (*CBA: Article XV*)

Life Insurance

Employees are provided with a \$50,000 life and \$100,000 accidental death and dismemberment insurance policy. (*CBA: Article XV*)

Disability Insurance

The College provides employees with Long Term Disability Insurance. The plan has a 90 consecutive calendar day waiting period and benefits are paid at 2/3 of the employee's monthly gross salary while the employee is unable to work due to a covered disability. Benefits are only paid during the fall and/or winter semesters. Faculty will not receive disability payments during the spring/summer semesters. (*CBA: Article XV*)

Retirement

Upon hire, Faculty members make an irrevocable decision between participating in a defined benefit retirement plan or a defined contribution retirement plan.

- The 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.
- The defined contribution plan, also known as the Optional Retirement Plan (ORP), provides for immediate vesting. This plan is administered by TIAA-CREF. The amount contributed to the ORP by the College is 10% for employees hired on or after January 1, 2003 and is variable for employees hired prior to January 1, 2003. There is no health insurance available through the Optional Retirement Plan upon retirement.

Deferred Compensation

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

Educational Grant Waiver

Employees, 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 Community College's credit and non-credit courses at no cost. (*CBA: Article X*)

New Hire Eligibility Criteria

Medical, vision, dental, life and LTD insurance will begin the first of the month following the date of hire. (This is not specified in the labor agreement, but is the college-wide standard.)

Employee Assistance Program (EAP)

Employees have an Employee Assistance Program available to them, operated by Help Net. The Employee Assistance Program provides free counseling to employees and their household members for a variety of personal issues.

For additional information, contact the Office of Human Resources.