

PART-TIME FACULTY BENEFITS SUMMARY

Updated January 2007

Part-time faculty members receive the following benefits consistent with the terms of their labor agreement. The following summarizes all of the benefits provided to Part-time faculty employees, except those benefits that are mandated by law. In the event there is a conflict between this summary and the insurance plan or document itself, the contents of the plan/document shall prevail.

Sick and Emergency Leave

Employees are credited one hour of sick and emergency leave per weekly contact hour taught during the fall and winter semesters. Unused time is forfeited at the end of each semester. (*CBA Page 54, Article XII, Section J*).

Health Insurance

Faculty may choose one of the following three health plan options:

- MESSA Choices 2 (PPO)
- HealthPlus of Michigan (HMO) or
- MESSA SuperCare (indemnity)

Employees, by request, may receive health care 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 session for either the MESSA Choices PPO or the HealthPlus of Michigan (HMO). An employee selecting the MESSA SuperCare (indemnity) plan will pay 100% of the difference in cost between the MESSA SuperCare premium and the MESSA Choices PPO premium in addition to the prorated share of the premium cost of the Choices PPO plan.

For detailed benefits explanation documents and information on the differences between these plans, please contact Human Resources.

Dental Insurance

Employees, 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 session. The employee must be enrolled in one of the College Health Insurance programs to elect dental insurance coverage.

Vision Insurance

Employees, by request, may receive vision 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 session. 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 Part-time 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).

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 by paying a pro-rated price. Part-time 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 Page 43, Article X, Section V*).

Retirement

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

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*