

## **PART-TIME FACULTY BENEFITS SUMMARY**

*Updated September 2014*

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. 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**

Part-time 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. The bank may accumulate from year to year, up to a maximum of 50 hours. (*CBA: Article XII*)

### **Effective Date of Medical Coverage**

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 standard practice).

### **Health Insurance**

Part-time faculty may elect to participate in either the MESSA Choices II PPO or MESSA ABC Plan PPO High Deductible Health Plan health insurance programs.

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*)

### **Health Savings Accounts**

Employees that elect the ABC Plan (High Deductible Health Plan) are eligible to participate in a Health Savings Account. The Health Savings Account allows you to use pretax dollars to pay for health expenses not covered by another source, as defined by the IRS.

### **Dental Insurance**

Part-time 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's Health Insurance program to elect dental insurance coverage.

Effective January 1, 2015, the dental plan provides 100% coverage for preventative services and 80% coverage for specified services, including implants, up to a maximum of Two Thousand (\$2,000) Dollars per calendar year per person, with the exception of orthodontic services which is

a lifetime maximum of One Thousand Five Hundred (\$1,500) Dollars for covered individuals up to age nineteen (19). (*CBA: Article XV*)

### **Vision Coverage**

Part-time 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.

Effective January 1, 2015, the vision plan provides 100% coverage for in network exams, lenses and medically necessary contacts. In network frames are covered at \$65 plus 20% off remaining balance. In network cosmetic contacts are covered at \$125 plus 10% off remaining balance. (*CBA: Article XV*)

### **Retirement**

Upon hire, employees will automatically be enrolled in the Pension Plus Plan administered by the Michigan Public School Employees Retirement System (MPERS).

Employees who are new to MPERS will be offered the option to participate in one of two plans administered by MPERS: the Pension Plus Plan or the Defined Contribution Plan.

Employees will be given an election period to make their decision. If the employee does not make a decision, they will default to the Pension Plus Plan at the expiration of the election period. Once a decision has been made by the employee (or by default), the decision is irrevocable.

### **Deferred Compensation**

Part-time 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**

Part-time 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 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.

Part-time 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. 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: 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*