

**TEMPORARY FULL-TIME FACULTY (FT)  
BENEFITS SUMMARY**

*Updated July 2011*

Temporary full-time 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 temporary 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**

Employees shall receive 40 hours of sick and emergency time for each fall and/or winter semester they teach as a temporary full-time faculty member, which may be used for personal illness or other certain “emergencies” (such as illness of an immediate family member) as defined in the CBA. Any remaining sick and emergency leave at the end of the temporary assignment will be rolled into the employee’s part-time/adjunct sick and emergency bank. The amount rolled into the part-time/adjunct bank can’t exceed the maximum bank limit of 50 hours. *(CBA: Article XII)*

**Personal Business**

Temporary full-time faculty members receive one (1) personal business days per fall and/or winter semester they teach. Time is granted at the beginning of each academic semester and must be utilized during the academic semester in which it was granted.

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	\$ 7.01
Couple	\$16.01
Family	\$21.99

## 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*)

## **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 person per year. 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 they are in a temporary full-time (less than a full-load) position and 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**

Employees will automatically participate in a defined benefit plan, administered by the Michigan Public School Employees Retirement System (MPERS). The MPERS 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 MPERS upon retirement.

## **Deferred Compensation**

Employees 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**

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*)

## **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.

## **Change in Status**

When your temporary full-time status ends and you return to part-time/adjunct status, unused sick and emergency leave time is rolled into your part-time/adjunct sick and emergency bank. Pursuant with Article XII, sick and emergency leave time is capped at a maximum of fifty (50) hours, therefore, any hours in excess of fifty (50) will be forfeited.

Personal Business time is not a provided benefit for part-time/adjunct faculty members, and therefore, unused personal business time is forfeited when your temporary full-time status ends.

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