

TEMPORARY FULL-TIME FACULTY (+3/5)
BENEFITS SUMMARY
Updated July 2011

Temporary full-time (+3/5) 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 24 hours of sick and emergency time for each fall and/or winter semester they teach as a +3/5 temporary full-time faculty member. 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 sick and emergency bank can't exceed the maximum bank limit of 50 hours. (CBA: Article XII)

Personal Business

Temporary (+3/5) full-time faculty members receive four (4) personal business hours 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. Unused time is converted to sick and emergency leave time at the end of the temporary full-time teaching assignment.

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

Part-time faculty may elect to enroll in the MESSA Choices II PPO health insurance program.

Health Insurance Premium Contributions

Following are the premium contributions that are 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 but more than three-fifths (3/5) who elect health insurance coverage are responsible for three-fifths (+3/5) of the remaining premium. (CBA: Article XV)

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 the College Health Insurance program to elect dental insurance coverage. (CBA: Article XV)

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 the College Health Insurance program to elect vision insurance coverage. (CBA: Article XV)

Life Insurance

Employees are provided with a \$30,000 life and \$60,000 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. (CBA: Article XV)

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

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.

Life Insurance

Employees are provided with a \$30,000 life and \$60,000 accidental death and dismemberment insurance policy. (CBA: Article XV)

Disability Insurance

Disability insurance coverage is provided to employees. There is a 90 consecutive calendar day waiting period. Benefits are 2/3 of monthly gross salary payable during disability for a specified period of time. (CBA: Article XV)

Educational Scholarship

Employees, their spouse and eligible dependent children (up to age 25 as defined by the Internal Revenue Code of the United States) can take Mott courses for a prorated price. They must successfully pass the course with the grade of “C” or better. (*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.*