TEMPORARY FULL-TIME FACULTY (FT)
BENEFITS SUMMARY
Updated January 2018

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, as defined in the CBA. *(CBA: Article XIII)*

**Benefit Effective Dates**

Medical, vision, dental, life, and LTD insurance will begin the first of the month following the date of hire.

**Health Insurance**

Faculty members may elect to participate in one of two MESSA Choices II PPO plans or one of two MESSA ABC Plan PPO High Deductible Health Plans. Detailed information about the four available plans can be found at:

http://www.mcc.edu/hr/hr_healthwellness_faculty_medical.shtml.

**Health Savings Accounts**

Employees that elect an 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.
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

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 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 policy and a $50,000 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)*

Supplemental Life and Disability Insurance:

Supplemental Disability Insurance: Employees may purchase, at their expense and through payroll deduction, additional disability insurance from AFLAC. Terms and conditions of such supplemental disability insurance are determined by AFLAC. The College neither endorses nor recommends this supplemental insurance.

Retirement

Employees will continue participation in the Michigan Public School Employees Retirement System (MPSERS) plan they’ve previously elected.
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 Susan Praski at 810-762-0503 in the Human Resources department at Mott Community College.