TEMPORARY FULL-TIME FACULTY (+3/5)
BENEFITS SUMMARY
Updated January 2018

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**

Temporary full-time (+3/5) faculty members receive 24 hours of sick and emergency time for each fall and/or winter semester they teach as a temporary full-time (+3/5) 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 full-time (+3/5) 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.

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**

Temporary full-time (+3/5) 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. The College will pay 3/5 of the premium. *(CBA: Article XV)*

**Health Savings Accounts**

Temporary (+3/5) full-time faculty members who 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.

**Dental Insurance**

Temporary full-time (+3/5) faculty member may elect to participate in the ADN dental plan. 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). The College will pay 3/5 of the premium. *(CBA: Article XV)*

**Vision Insurance**

Temporary full-time (+3/5) faculty members may elect to participate in the VSP 3 vision program. The VSP 3 vision insurance is provided by BC/BS. The College will pay 3/5 of the premium. *(CBA: Article XV)*

**Life Insurance**

The College provides employees with a $30,000 life insurance policy and a $30,000 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)*

**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 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 Susan Praski at 810-762-0503 in the Human Resources department at Mott Community College.*