



Temporary Full-Time Faculty Benefit Summary

The following is a description of the benefits for temporary full-time faculty. Unless otherwise specified, benefits will begin the first day of the month following hire. Certain benefits are governed by the Collective Bargaining Agreement. In such cases, please refer to that document for further information.

I. **Sick Leave**

15 days per year (maximum accumulation of 120 days) and are pro-rated if working less than a full academic year, plus use of master sick leave bank if fewer than 120 days have been accumulated, and are needed.

II. **Personal Business**

4 days maximum use per year.

III. **Bereavement Leave**

As deemed necessary by the appropriate administrator.

IV. **Jury Duty**

The payment provisions of the Collective Bargaining Agreement shall not apply to the employee who volunteers for jury duty without being summoned.

V. **Mileage Reimbursement**

For travel on official College business.

VI. **Retirement**

Michigan Public School Employees' Retirement System (MPERS); a defined benefit program.

VII. **Educational Grants**

Employee, spouse and eligible dependent children - 100% of tuition for traditional Schoolcraft College classes. Partial tuition grant for non-traditional classes.

VIII. **Health Insurance (or cash)**

MEDICAL/HOSPITAL INSURANCE – Employee and Dependent(s)

MESSA SUPERCARE I

The MESSA SuperCare I package will be capped at the 2005/06 rate – premium increases above that amount are the responsibility of the faculty member. Premiums due will be deducted on a pre-tax basis.

OR

MESSA Choices II PPO – Employee and Dependent(s)

The MESSA Choices II PPO package will be capped at the 2005/06 SuperCare I rate – premium increase above that amount (maximum of \$75 cost to faculty member per month). Premiums due will be deducted on a pre-tax basis.

OR

Blue Care Network HMO – Employee and Dependent(s)

Available to those currently enrolled – no new enrollment.

Each faculty member who is eligible for medical/hospital insurance shall be able to select SuperCare I, Choices II; however, a husband and wife both employed by the College, and both eligible for medical/hospital insurance, shall make the same selection, that is, SuperCare I or Choices II.

An open enrollment period shall be available each year. During this open enrollment period, employees shall choose SuperCare I or Choices II.

OR

A cash stipend of \$6,000 annually while actively employed on a full-time basis with the College; amount pro-rated if working less than a full academic year.

IX. **Life Insurance**

Employee term life insurance (\$50,000) and Accidental death and dismemberment (\$50,000). Optional life is also available.

X. **Dental Insurance**

Eligible employees receive a plan at no additional cost through MetLife for individual, 2-person or family coverage. Please visit HRConnect for plan details:

www.hrconnection.com

User name: schoolcraftguest

Password: Benefits123

XI. **Vision Care**

Eligible employees receive a plan at no additional cost through Meritain for individual, 2-person or family coverage. Please visit HRConnect for plan details:

www.hrconnection.com

User name: schoolcraftguest

Password: Benefits123

XII. **403(b)**

Approved vendor list; salary may be reduced per IRS guidelines.

XIII. **Public Liability**

Broad Form.

XIV. **Worker's Compensation Insurance**

In accordance with applicable state statutes.

XV. **Travel/Accident Life Insurance**

Coverage for employees traveling on College business.

XVI. **Unemployment Compensation & Social Security**

As provided by law.