

**FACULTY SALARY AGREEMENT
DELTA COLLEGE
UNIVERSITY CENTER, MICHIGAN
2018-19, 2019-20, 2020-21**

1. Salary Schedule Increases

2018-2019	2.0% increase on salary base
2019-2020	2.2% increase on salary base
2020-2021	2.3% increase on salary base

2. Salary Schedule Increases

Instructor	\$815
Assistant Professor	\$835
Associate Professor	\$840
Professor	\$845

3. Independent Study/Honors Compensation

Faculty will be compensated for approved independent study or honors option using a flat rate per instructional credit per student equal to 2/3 of in-district tuition.

Honors option will be compensated at 2/3 of 1 credit hour of in-district tuition regardless of the number of credits of the course.

4. Fringe Benefits

A. Following the death, divorce or legal separation of a Delta staff member, qualified beneficiaries (spouses or dependent children) will have the opportunity to continue coverage under the group health plan on a self-pay basis in accordance with COBRA laws and regulations.

B. Medical and Hearing Insurance:

Medical and Hearing insurance coverage will be provided by the College in compliance with PA 152 under the Community Blue Preferred or similar Plan (PPO) or a Health Savings Account (HSA).

Coverage under the plan will include:

PPO (2018-19)

Deductibles and Co-pays-\$250/\$500 Deductible (first dollar deductible)

\$25 office visit co-pay

\$40 Urgent Care visit co-pay

\$250 Emergency room visit co-pay

*Five (5) tier Prescription Plan Co-pay

Generic	\$15
Preferred Brand	\$50
Non-preferred Brand	50% with \$70 max
Generic/Preferred Brand Specialty Drug	20% with \$200 max
Non-preferred Brand Specialty Drug	25% with \$300 max

*Local pharmacy and mail order prescription drugs Rx 90, 2 X co-pay (90 day supply for 2 co-pays)

Optional Flexible Spending Card Program

*BCBS Amwell Online/Telehealth Visit \$15 co-pay

Optional Health Savings Account (HSA)

Deductible \$1,350/\$2,700

Out of Pocket Max \$2,250/\$4,500

The College will fund 80% of the Health Savings Account deductible selected by the employee on a “one time basis” during any of the three years of this agreement. When that funding occurs, the employee will be responsible for contributing 20% of the deductible as required under PA 152. Any future contributions to the Health Savings Account will be made solely by the employee on a voluntary basis.

***After HSA deductible has been met**

PPO (2019-20)

\$500/\$1000 Deductible (first dollar deductible)

Employee contributions to the premium

Employee contribution will be 20.0 percent of the monthly premium.

There are no incentive payments for declining insurance coverage.

Any employee payments for a portion of their health insurance under the PPO will automatically be included when allowable in the Flexible Spending Pre-Tax Premium Account through payroll deduction unless they advise the Payroll Department otherwise in writing.

The Community Blue PPO Plan will include the F-Rider (dependent continuation coverage) fully paid for by the College.

C. Dental Plan:

Faculty members and eligible dependents will have fully paid Dental Plan B (75/25, \$1,000 maximum per person) with orthodontics (50%, \$1,000 lifetime maximum per eligible person to age 19, age 19-24 with proper dependent verification).

D. Vision:

Vision Insurance – Network plan family coverage, exam and glasses every 12 months as provided in the plan.

E. Any benefits provided for by this agreement shall be provided through self-insurance plans or under group insurance policies selected by the College. Specific identification of a named carrier above shall be for coverage reference only. Benefits provided shall be the same (including pre-existing conditions) as coverage levels stated above, and if not specifically stated above, at levels in existence for 2017-2018. The carrier for medical insurance (with the possible exception of prescription drugs which may be provided by another carrier) shall be Blue Cross and Blue Shield Community Blue PPO or similar plan for the life of this agreement.

F. All other fringe benefits will remain at the same level as provided in 2017-2018.

5. Substitute Teaching

Substitute teaching at the request of the appropriate Academic Dean for two successive weeks or more for full-time faculty (Fall/Winter only) will be paid at the higher of the supplemental rate or 50 percent of the pro-rata salary of the substituting faculty member (Memo of Appointment). Two weeks is defined as 2/15th of the semester contractual commitment of the hours of a given class. Substitute teaching for less than two

weeks will be at the supplemental rate.

6. Faculty-Managed Individual Professional Development Allowance (PDA)

- A. Recognizing that Delta College should encourage the faculty to develop professionally, that the professional person should be willing to make a personal financial contribution toward development, that professional development is a continuous process, the College will supplement the faculty's investment in their professional development at a rate not to exceed \$1,000.
- B. After the Professional Development Allowance (PDA) has been spent for the year, the funds currently identified as the "Assembly Member Educational Grant" may be requested by faculty through normal procedures.
- C. Expenditures qualifying as deductible business expenses in accordance with IRS guidelines and consistent with faculty's approved professional development plan.
 - 1) Appropriate expenditures and reimbursements, will be approved by the Division Chairs, and authorized by the Academic Office.
 - 2) Examples of expenditures to be included as part of professional development are intended to be in compliance with IRS guidelines and include:
 - a. Professional/discipline related travel
 - b. Annual professional/discipline dues (excluding MAHE, alumni and union dues).
 - c. Coursework, conferences, seminars, professional license fees, clinic fees and expenses
 - d. Professional development material and related to discipline field (including books, videos, CD's, DVD's, subscriptions and periodicals. Note: Office and classroom supplies are not considered expenditures related to professional development.
- D. Faculty PDA reimbursement requests may be made at any time during the year. Submission of reimbursement requests are strongly encouraged within 30 days of occurrence for reimbursement, except at the end of the fiscal year when all reimbursements are due by July 30 (of the following fiscal year).
- E. Faculty who have a definite and approved plan (see PDA guidelines) for direct professional development may request the use of the next year's PDA during the current year. PDA requested in advance shall not exceed the PDA approved for the current year.
- F. Up to 100 Percent of an individual's PDA, if unused, will be carried forward to the next budget year. A PDA account will not exceed 3 times the current year's allocation.

7. Emeritus Faculty Employment

To be paid at the supplemental rate for their rank at retirement.

**DELTA COLLEGE
UNIVERSITY CENTER, MICHIGAN
TEACHING FACULTY SALARY SCHEDULE
2018-2019**

Bachelor's Degree - Base Salary – Instructor:	\$44,462
Bachelor's Degree - Base Salary – Assistant Professor:	\$46,452
Master's/Doctorate Degree – Base Salary – Instructor:	\$51,486
Master's/Doctorate Degree – Base Salary – Assistant Professor:	\$55,539
Master's/Doctorate Degree – Base Salary – Associate Professor:	\$60,485
Master's/Doctorate Degree – Base Salary – Professor:	\$67,543

Items added to the base:

1.	Teaching experience for each year at Delta	\$1,825
2.	Other teaching experience and/or equated work-related experience (4 years maximum) Depending on market conditions or availability of candidates in specific disciplines, the Administration may make an exception and consider up to a maximum of 7 years of other teaching experience and/or equated work related experience. This is applicable for new full time faculty hired after December 31, 2010.	\$1,825
3.	Related course work since completion of the Master's Degree per 3 credit hours to a maximum of 60 semester hours or 20 three-hour units (\$5,660 limit)	\$ 288
4.	Related course work since completion of the Bachelor's Degree per 3 credit hours to a maximum of 30 semester hours or 10 three-hour units (\$2,830 limit) – This is applicable only to individuals lacking the Master's Degree	\$ 288
5.	Differential for earned Doctorate paid in total when official notification is received	\$2,775

Other Items

--Supplemental pay per equated hour:	Instructor	\$ 815
	Assistant Professor	\$ 835
	Associate Professor	\$ 840
	Professor	\$ 845
--Professional Development Allowance (PDA)		\$1,000

6.	Longevity with 25 completed years of experience at Delta College:	Associate Professor	\$ 571
		Professor	\$ 955

Allowance and Limitations Pertaining to the Schedule:

- A. Total years of experience of items 1 and 2 combined limited to 14 years
- B. The equivalency of the Master's Degree may be used in determining the Base Salary

Other Items

--Supplemental pay per equated hour:	Instructor	\$ 815
	Assistant Professor	\$ 835
	Associate Professor	\$ 840
	Professor	\$ 845
--Professional Development Allowance (PDA)		\$1,000

**DELTA COLLEGE
UNIVERSITY CENTER, MICHIGAN
TEACHING FACULTY SALARY SCHEDULE
2019-2020**

Bachelor's Degree - Base Salary – Instructor:	\$45,440
Bachelor's Degree - Base Salary – Assistant Professor:	\$47,474
Master's/Doctorate Degree – Base Salary – Instructor:	\$52,619
Master's/Doctorate Degree – Base Salary – Assistant Professor:	\$56,761
Master's/Doctorate Degree – Base Salary – Associate Professor:	\$61,816
Master's/Doctorate Degree – Base Salary – Professor:	\$69,029

Items added to the base:

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3.	Related course work since completion of the Master's Degree per 3 credit hours to a maximum of 60 semester hours or 20 three-hour units (\$5,760 limit)	\$ 288
4.	Related course work since completion of the Bachelor's Degree per 3 credit hours to a maximum of 30 semester hours or 10 three-hour units (\$2,880 limit) – This is applicable only to individuals lacking the Master's Degree	\$ 288

Other Items

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	Professor	\$ 845
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- D. The equivalency of the Master's Degree may be used in determining the Base Salary

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**DELTA COLLEGE
UNIVERSITY CENTER, MICHIGAN
TEACHING FACULTY SALARY SCHEDULE
2020-2021**

Bachelor's Degree - Base Salary – Instructor:	\$46,485
Bachelor's Degree - Base Salary – Assistant Professor:	\$48,566
Master's/Doctorate Degree – Base Salary – Instructor:	\$53,829
Master's/Doctorate Degree – Base Salary – Assistant Professor:	\$58,066
Master's/Doctorate Degree – Base Salary – Associate Professor:	\$63,238
Master's/Doctorate Degree – Base Salary – Professor:	\$70,617

Items added to the base:

- | | | |
|----|---|---------|
| 1. | Teaching experience for each year at Delta | \$1,825 |
| 2. | Other teaching experience and/or equated work-related experience (4 years maximum)
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Other Items

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	Assistant Professor	\$ 835
	Associate Professor	\$ 840
	Professor	\$ 845
--Professional Development Allowance (PDA)		\$1,000