

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 27

DATE:
January 17,
2006

RECOMMENDATION

AMENDMENT TO AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY FOUNDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached Amendment to Agreement between Eastern Michigan University and the Eastern Michigan University Foundation which extends the Tuition Waiver Program to Eastern Michigan University Foundation employees.

STAFF SUMMARY

EMU Foundation employees currently do not receive the Tuition Waiver benefit afforded to University employees. EMU Foundation employees work side by side with University employees promoting Eastern Michigan University. Extension of this benefit will help promote equity between all those employees that serve to advance the mission of the university.

FISCAL IMPLICATIONS

It is estimated that three EMU Foundation employees will utilize this benefit in the first year. The first year cost for EMU is estimated to be in the range of \$5,000.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board Approval.

University Executive Officer

Date

**AMENDMENT TO AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY FOUNDATION**

This Amendment to Agreement made this ____ day of _____, 2006, hereby amends the July 1, 2001 Agreement between Eastern Michigan University (University) and The Eastern Michigan University Foundation (Foundation) as follows:

1. The following sub-paragraph 9 is added to Section B of the Agreement:

As additional consideration for the services provided by the Foundation, the University shall provide regular employees of the Foundation who have at least a fifty percent (50%) appointment with a "Tuition Waiver Program" that is identical to the "Tuition Waiver Program" the University provides to its Administrative Professional (AP) staff. The current "Tuition Waiver Program" for University AP staff is attached hereto, incorporated by reference and made a part of this Agreement.

2. All other terms and conditions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have hereunto executed this Amendment to Agreement as of the date first set forth above.

EASTERN MICHIGAN UNIVERSITY

EASTERN MICHIGAN UNIVERSITY
FOUNDATION

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

Witness

Witness

Witness

Witness



Administrative Professionals/Athletic Coaches Benefits In Brief – Eastern Michigan University Regular Employees (With appointment status of 50% or more) Hired on or After July 1, 2005

May 2005



BENEFIT	WHO PAYS	ELIGIBILITY	COVERAGE
Paid Vacation	Eastern Michigan University	After one year of hire	Twenty (20) days per year. Part-time employees receive a pro-rata benefit amount based on percent of appointment. Maximum accumulation is 160 hours.
Retirement	Eastern Michigan University TIAA-CREF: 11% of earnings MPERS: State Requirement Grandfathered Employees	Date of hire	Choice of one (1) defined contribution plan offered. Immediate vesting based upon variable or fixed annuity and mutual fund investments. (MPERS pension based on a percentage of average salary times years of service, vested after 10 years. Member Investment Plan, MIP, after 1/01/90, mandatory contribution required. Grandfathered for employees as of December 31, 1995.)
Paid Sick Leave	Eastern Michigan University	After 90 days of hire	Thirteen (13) days per year time off with pay for personal incapacitating illness or injury. During any fiscal year (July 1 - June 30), employee may use up to three (3) sick leave days for personal business. Part-time employees receive a pro-rata benefit based on percent of appointment. Maximum accumulation is 200 days.
Paid Holidays	Eastern Michigan University	Date of hire	Ten holidays plus seasonal days between Christmas and New Year's Day.
Tuition Waiver	Eastern Michigan University	Term following date of hire	Tuition waiver program waives up to six (6) semester hours of undergraduate or graduate level per semester at EMU. Applies to tuition only. Part-time employees will receive up to three (3) semester hours. Spouses, same sex domestic partners and dependents are eligible for fifty percent (50%) of undergraduate tuition waived on all credit hours.
Tax Deferred Annuities	Employee	Date of hire or anytime thereafter	May select participation in one (1) of the plans currently offered by the University. Potential tax savings through tax deferred investments.
Flexible Spending Accounts - Dependent Care/Healthcare Expenses	Employee	Within 30 days of hire or Open Enrollment	Able to put aside money on a pre-tax basis in order to pay personal health and/or dependent care expenses. Maximum allowable amount is \$5,000 per year for both health and dependent care expenses.

These highlights are only intended to briefly summarize Eastern Michigan University's Benefits Program. Currently described benefits may change as a result of future collective bargaining and/or changes in Eastern Michigan University policy.