

DEARBORN PUBLIC SCHOOLS
Department of Human Resources
18700 Audette
Dearborn, MI 48124



EXEMPT ADMINISTRATORS' BENEFIT SUMMARY
2024-25

BENEFIT MENU PLAN

****Effective October 1, 2012 – District contributions toward health care premiums are capped based on PA 152 of 2011. Employee contributions will be determined annually prior to open enrollment.**

Health Alliance Plan – HMO
(Specific plan design will be determined prior to annual open enrollment)

Waiver of Medical Coverage (\$2,200 family, \$1,760 two people, \$880 single in lieu of coverage)

NVA Vision

Delta Dental

Long Term Disability 70% to \$5,833/month

Life - 2 x annual salary or ability to limit coverage to \$50,000 due to tax consequences or ability to buy another 1 x salary

LEAVE DAYS

<u>Administrators Hired Prior to 5/1/13</u>	<u>Hired After 5/1/13</u>
<ul style="list-style-type: none"> ● 20 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th). ● 14 or 15 holidays per year- 1 or 2 conference release days per year for a total of 16. See the annual Exempt Holiday Schedule provided annually by HR for details. ● 1 cumulative sick days per month (12 per year), credited July 1 of each year. ● 5 personal business days per year which revert to employee's sick bank if unused by June 30 (prorated if hired after July 1st or if employment ends prior to June 30th). 	<ul style="list-style-type: none"> ● 20 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th). ● 14 or 15 holidays per year- 1 or 2 conference release days per year for a total of 16. See the annual Exempt Holiday Schedule provided annually by HR for details. ● 10 cumulative sick days per year, credited July 1 of each year. ● 4 personal business days per year which revert to employee's sick bank if unused by June 30 (prorated if hired after July 1st or if employment ends prior to June 30th).

EDUCATION

None provided

ORGANIZATIONAL DUES

Reimbursement of dues for membership in Dearborn/Dearborn Heights civic organizations. Cost of meals in connection with participation is not reimbursable. A list of organizations is available in the Office of Human Resource.

RETIREMENT

Those that retire with a minimum of twenty years of service and 80 days in their sick banks are eligible for \$75 per day with a maximum payout of \$5,000. The maximum of \$20,000 in any given year payable in the last pay in June. If the total exceeds \$20,000, the amount is prorated based on the original calculation not to exceed \$20,000. Severance Pay is not an eligible pension supplement.