

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



NON-CLASSIFIED/NON-INSTRUCTIONAL 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>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). <ul style="list-style-type: none"> ● 11 month employees 18 vacation days. ● 10 month employees – Vacation as outlined in the School Calendar ● 14 or 15 holidays per year (depending on the annual calendar) - 1 or 2 conference release days (depending on annual calendar) Refer to annual holiday list of dates provided by HR for annual information. <ul style="list-style-type: none"> ● 16 Total Holidays per year including conference release day(s) ● 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"> ● 11 month employees receive 3 personal business days. ● 10 month employees receive 2 personal business days 	<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). <ul style="list-style-type: none"> ● 11 month employees 12 vacation days. ● 10 month employees – Vacation as outlined in the School Calendar ● 14 or 15 holidays per year (depending on the annual calendar) - 1 or 2 conference release days (depending on annual calendar) Refer to annual holiday list of dates provided by HR for annual information. <ul style="list-style-type: none"> ● 16 Total Holidays per year including conference release day(s) ● 10 cumulative sick days per year, credited July 1 of each year. <ul style="list-style-type: none"> ● 10 month employees receive 8 days ● 11 month employees receive 9 days ● 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). <ul style="list-style-type: none"> ● 11 month employees receive 3 personal business days ● 10 month employees receive 2 personal business days

EDUCATION

None provided

5/21/2024