

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



EXEMPT ADMINISTRATORS' BENEFIT SUMMARY

2025-26

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> |
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| <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.

6/27/2025