

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



NON-CLASSIFIED/NON-INSTRUCTIONAL 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>12 Month Employees - Hired Prior to 5/1/13</u> 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 (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. 16 Total Holidays per year including conference release day(s) 1 cumulative sick days per month (12 per year), credited July 1st 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).	<u>12 Month Employees - Hired After 5/1/13</u> • 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 (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. 16 Total Holidays per year including conference release day(s) • 10 cumulative sick days per year, credited July 1st 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).
<u>11 Month Employees - Hired Prior to 5/1/13</u> 18 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th). 1 cumulative sick days per month (11 per year), credited July 1st of each year. 3 personal business days per year which revert to employee's sick bank if unused by June 30 (prorated if hired after August 1st or if employment ends prior to June 30th).	<u>11 Month Employees - Hired After 5/1/13</u> • 12 vacation days per year (prorated if hired after August 1st or if employment ends prior to June 30th). • 9 sick days per year, credited August 1st of each year. • 3 personal business days per year which revert to employee's sick bank if unused by June 30 (prorated if hired after August 1st or if employment ends prior to June 30th).
<u>10 Month Employees - Hired Prior to 5/1/13</u> Vacation/Holidays as outlined in the School Calendar 1 cumulative sick days per month (10 per year), credited late August of each year. 2 personal business days per year which revert to employee's sick bank if unused.(prorated if hired after teacher's first day or if employment ends prior to last day of school).	<u>10 Month & 202 days Employees - Hired After 5/1/13</u> Vacation/Holidays as outlined in the School Calendar. 8 sick days per year, credited late August of each year. 2 personal business days per year which revert to employee's sick bank if unused.(prorated if hired after teacher's first day or if employment ends prior to last day of school).

EDUCATION - None provided