

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



NON-CLASSIFIED/NON-INSTRUCTIONAL SUPERVISORS

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

Hired Prior to 5/1/13

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).

Hired After 5/1/13

- 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).

EDUCATION - None provided