

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



**DFT BENEFIT SUMMARY**

**2026-27**

**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)

NVA Vision

Delta Dental

Long Term Disability

Life

**LEAVE DAYS**

- 1.3 cumulative sick days per month (13 per year), credited July 1 of each year
  - Prorated by FTE and start date
- 2 personal business days per year
  - Up to 2 personal business days unused by June 30 will roll over to the next year's personal business bank.
  - Any unused PB days beyond 2 will revert to the employee's sick bank.
  - Part time employees working 0.5 FTE and above receive 1 personal business day per year.

Members that retire with a minimum of ten years of service and 80 days in their sick bank are eligible for \$75 per day with a maximum payout of \$7,500 (100 days). The remainder of their sick days must be donated to the CSLB. The maximum of \$150,000 in any given year payable in the last pay in June. If the total exceeds \$150,000, the amount is prorated based on the original calculation not to exceed \$150,000. Severance Pay is not an eligible pension supplement.

Retirement must be effective on the last day of school and the District must receive official retirement notification by April 1st.