

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



**NON-CLASSIFIED/NON-INSTRUCTIONAL SUPERVISORS**

**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)

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**

<b><u>Hired Prior to 5/1/13</u></b>	<b><u>Hired After 5/1/13</u></b>
<p>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).</p>	<ul style="list-style-type: none"> <li>• 20 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th).</li> <li>• 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.</li> <li style="padding-left: 20px;">16 Total Holidays per year including conference release day(s)</li> <li>• 10 cumulative sick days per year, credited July 1st of each year.</li> <li>• 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).</li> </ul>

**EDUCATION** - None provided