

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



ADSA 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

Life

LEAVE DAYS

<u>Hired Prior to 5/1/13</u>	<u>Hired After 5/1/13</u>
● 0.9 cumulative sick days per month, credited July 1 of each year ○ Prorated by FTE and start date ○ 202 work days = 9 sick ○ 238 work days = 10 sick ○ 243/250 work days = 11 sick ● 3 personal business days per year ○ Any unused PB days will revert to the employee's sick bank. ● Relief Days (see attached)	● 0.7 cumulative sick days per month, credited July 1 of each year ○ Prorated by FTE and start date ○ 202 work days = 7 sick ○ 238 work days = 8 sick ○ 243/250 work days = 9 sick ● 3 personal business days per year ○ Any unused PB days will revert to the employee's sick bank. ● Relief Days (see attached)

PENSION SUPPLEMENT

\$425 per month

Members that retire at the end of June, 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 \$20k (300 days). The maximum of \$80k in any given year payable in the last pay in June. If the total exceeds \$80k, the amount is prorated based on the original calculation not to exceed \$80k. Severance Pay is not an eligible pension supplement.

UPDATED 9/14/2026

ADSA Work Schedules and Relief Days

ARTICLE XI - ADMINISTRATIVE WORK YEAR (not the full article)

Work Schedules
Schedule 1, 3B, and 5B

High School Principals, English Learners Coordinator and Early Childhood Education Coordinator and appropriate Coordinator II receive **22 summer days**.

Schedule 2, 3, 4, and 5

All Middle School and Elementary Principals including Howe Principal/Coordinator, Secondary Coordinators, Assistant Principals (202 counted work days between July 1st and June 30th). These administrators will start ten (10) days before the student's school calendar begins and end ten (10) days after the completion of the teacher's school calendar.

Schedule 3A, and 5A

Special Education Coordinators except Howe Principal/Coordinator and appropriate Coordinator II (**17 summer days**).

All ADSA members classified as Schedule 1, 3A, and 3B will receive the 4th of July as a paid holiday.

Relief Days

- a. An administrator relief day is defined as a weekday during the summer on which work is not expected. Administrators will not be called to work on Saturdays or Sundays that fall immediately before or after relief days on Friday or Monday.
- b. All ADSA members with prior written authorization from their Executive Director, shall be allowed to earn a total of two administrator relief days per year which may be used at any time. This trade is to compensate them for the relief day worked.
- c. Relief days are subject to Executive Director approval (and Principal approval for assistant principals and high school coordinators). Requests for approval must be made a minimum of a week in advance.
- d. Relief dates reset on July 1, the beginning of a new school year.