

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



EXEMPT ADMINISTRATORS' BENEFIT SUMMARY
2020-21

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 (\$2,000 family, \$1,600 two people, \$800 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>Administrators Hired Prior to 5/1/13</u>	<u>Hired After 5/1/13</u>
<ul style="list-style-type: none"> • 20 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th). <ul style="list-style-type: none"> • 10 month employees receive 10 vacation days • 11 month employees 15 vacation days. • 14 holidays per year- 2 conference release days • 1 cumulative sick days per month (12 per year), credited July 1 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). <ul style="list-style-type: none"> • 10 month employees receive 2 personal business days • 11 month employees receive 3 personal business days. 	<ul style="list-style-type: none"> • 17 vacation days per year (prorated if hired after July 1st or if employment ends prior to June 30th). <ul style="list-style-type: none"> • 10 month employees receive 7 vacation days • 11 month employees 12 vacation days. • 14 holidays per year- no conference release days • 10 cumulative sick days per year, credited July 1 of each year. <ul style="list-style-type: none"> • 10 month employees receive 8 days • 11 month employees receive 9 days • 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). <ul style="list-style-type: none"> • 10 month employees receive 2 personal business days • 11 month employees receive 3 personal business days

EDUCATION

None provided

ORGANIZATIONAL DUES

Reimbursement of dues for membership in Dearborn/Dearborn Heights civic organizations. Cost of meals in connection with participation is not reimbursable. A list of organizations is available in the Office of Human Resource.