



## American Federation of State, County, and Municipal Employees (AFSCME) Local 345 - AFL-CIO

Detroit Public Schools Community District offers a comprehensive benefits package to all eligible full-time employees. Pension benefits are effective the date of hire and all other elected benefits are effective the first of the month following date of hire.

Healthcare and voluntary benefits (i.e. medical, dental, vision, flexible spending accounts, basic/supplemental life insurance, accident, cancer, critical illness, disability, and identity theft protection) are calendar year (January 1 through December 31) elections. Pension/retirement, sick bank, bereavement, personal business, holidays and vacation days are academic year benefits (July 1 through June 30).

Following is a listing of benefits, some require employee contributions. More detailed information pertaining to the benefits offered to DPSCD employees is located on our website <http://detroitk12.org/benefits>.

**Benefit Group:  
(10 Months)** Bath Attendant; Bus Attendants; Cashier Helper; Cashier Helper Food Service; Cleaner/ES-Daily/Summer School, ES; Custodian, Asst/ES-Additional Work/ES-Comm./ES-Daily/ES-Hourly; Custodian Probationary, Asst.; Custodian, RES/RES, Additional Work; Dispatcher, Asst.; Elevator Operator; Food Service Attendant/ES; General Helper/F.S, ES; Head Stores Clerk; Locker Room Attendant, ES-Dily/E.S.-Hourly/ES-Comm.; School Garden Attendant-20 hours; School Technician/Class VI/E.S./Summer School; Senior Locker Room Attendant; Special Education Aide/ES; Stores Clerk/ES; Stores Clerk-Extended Work; Teacher Aide, Adaptative Phys. Educ.; Teacher Aide, Gd. I/2 Trainable; Teacher Aide, Gd. I Trainable, ES; Trainable Aide

**Medical/Rx:** Blue Care Network (HMO) - Health Engagement Plans (4 plans)  
Blue Cross Blue Shield PPO  
Health Alliance Plan (HMO) - Traditional

**Dental:** Delta Dental EPO  
Delta Dental PPO (Standard)  
Delta Dental PPO (Point-of-Service)

**Vision:** Heritage Vision Plan Core Plan (Select Network)  
Heritage Vision Core+ (Select Network)  
Heritage Vision Premium (National Network)

**Life Insurance:** \$10,000 (100% DPSCD paid)



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**DPSCD Paid Observed Holidays (See Academic Calendar for Specific Dates):**

- New Year's Day
- Martin Luther King's Birthday
- Good Friday
- Memorial Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

**Sick Days:** Accrue

Years of Service	Rate	No. of Days
0 - 1 Year	1 day per month	10
1 - 4 Years	1.20 per month	12
5 Years or More	.65 per pay period	15

**Sick Leave Eligibility:** One calendar year of service and 1,250 hours worked in the past 12 months. Illness leaves governed by Family Medical Leave Act (FMLA) of 1993.

**Personal Business:** 2 days (taken from sick bank)

**Bereavement:** 5 days (taken from sick bank)

**Vacation:** 0.57 days for each 2 weeks of service (Accrue)

**Retirement (Member of the Michigan Public School Retirement System)**

Employees who have never worked in a Michigan Public School System will be enrolled into the Defined Contribution (DC) or the Pension Plus 2 plan depending upon their election. Contributions will automatically begin on your **first day** of work as described below.

- **Defined Contribution Plan** (tax deferred retirement investment account)
  - Savings Component
    - Employee contribution to retirement investment account – 3%
    - DPSCD 100% contribution match to retirement investment account – up to 3%
    - DPSCD mandatory contribution – 4%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%



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**Retirement (Member of the Michigan Public School Retirement System) – Continued**

- **Pension Plus 2 Plan** (pension component with a savings component)
  - Savings Component
    - Employee contribution to retirement investment account – 2%
    - DPSCD 50% contribution match to retirement investment account – up to 1%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%
  - Pension
    - Employee contribution to pension – 6.2%
- DPSCD contribution to pension – 6.2%

**Tax Deferred Annuity (403b or 457)**

- The Omni Group

**Employee Assistance Program (many services 100% DPSCD paid)**

Ulliance Life Advisor Employee Assistance Program assists with the following:

- Counseling
- Coaching
- Crisis Intervention
- Community Resources
- Financial or legal referrals

**Additional Employee Paid Benefits**

- Healthcare Flexible Spending Account – up to \$2,750 annually
- Dependent Care Flexible Spending Account – up to \$5,000 annually
- Supplemental Employee Life Insurance – up to 5x annual salary (up to 2x salary without EOI at initial eligibility)