



## **Detroit Federation of Para-Professionals – Bargaining Unit S**

Employees who work less than 30 hours per week are eligible to participate in the Employee Assistance Program (EAP) and Retirement/Pension benefits effective the date of hire. The employee assistance program is a calendar year (January 1 through December 31). Pension/retirement, sick bank, bereavement, personal business, days off with pay and holidays are academic year benefits (July 1 through June 30).

Following is a listing of benefits for employees who work less than 30 hours per week. More detailed information pertaining to all benefits offered to DPSCD employees is located on our website <http://detroitk12.org/benefits>.

**Benefit Group:** Food Service Worker (PT); Noon-Hour Aide-Early Childhood;  
Noon-Hour Aide-OSN

**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

**Sick Leave Days:** Up to 3 days

**Sick Leave Eligibility:** One calendar year of service and 1,250 hours worked in the past 12 months. Illness leaves are governed by Family Medical Leave Act (FMLA) of 1993. Employees who do not fulfill the 1,250 hours worked maybe eligible for an illness leave after one year of service.

**Personal Business:** Up to 2 days per year (taken from sick bank)

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

**Days Off with Pay:** 11.5 days (to be used during unpaid break periods)

**Compensated Holiday (See Academic Calendar for Specific Date):**  
Martin Luther King Jr.



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

Employees who are currently or previously enrolled in the Michigan Public School Retirement System is automatically re-enrolled in the same plan. 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%
- **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