



**Detroit Association of Educational Office Employees – AFT LOCAL 4168, AFL-CIO
January 1, 2019 – December 31, 2019**

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. Following is a listing of shared cost, employer paid and employee cost benefits. More detailed information pertaining to the benefits offered to DPSCD employees is located on our website <http://detroitk12.org/benefits>.

**Benefit Group:
(12 Month)** Academic Services Specialist; Accounting Technician; Accounts Clerk; Assistant; Assistant Storekeeper; Audit Clerk I/II; Bookkeeper I/II/III; Bookkeeper Coordinator I/II/III; Clerk; Clerical Level IV-10 months; Communications Technician; Contract Specialist I/II; Mail Clerk; D.P. Assistant; Equipment Technician Sr. Assist.; Equipment Technician, Trainee; D.P. Equipment Operator; D.P. Programmer Jr.; D.P. Equipment Operator Sr.; D.P. Equipment Operator, Principal; D.P. Programmer, Interim; D.P. Programmer, Trainee; Dupl. Dev. Machine Operator; ESRP-Level 1; ESRP Series of Level II; ESRP Ext. Work Series of Level 1/II; Ext. Work Series of Level 1/II/III/IV; Financial Specialist I/II/III/IV/V; Head Storekeeper; HR Information Systems Technician; HRIS Technician-Sub Finder; Human Resources Specialist; Jr. Preparatory; Key Punch Operator; Legal Assistant; Legal Secretary; Lean Specialist; Mail Clerk; Messenger; Office of Deputy Superintendent of HR; OSN Technician; Paralegal; Perkins Grant Technician; Planner Estimator; Preparatory Technician; Procurement Clerk; Purchases Agent; Secretary I/II/III/IV/V/VI/VII/VIII; Secretary Coordinator I/II/III; Sr. Preparator; Sr. Asst.; Sr. Storekeeper; Stock Inspection/Assistant; Storekeeper; Trainee; Varsity Machine Operator

Health Insurance: DPSCD pays 80% of premium for the Blue Care Network Core

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 (100% DPSCD paid)
Heritage Vision Core+ (Select Network)
Heritage Vision Premium (National Network)

Life Insurance: \$25,000 (100% DPSCD paid)



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Sick Leave Days: Accrue

Years of Service	Rate	No. of Days
0 - 1 Year	1 day per month	12
1 - 3 Years	1.20	15
5 Years or More	0.65	17

Personal Emergency: 3 days (included in sick total)

Personal Business: 2 days (included in sick total)

Vacation Days: Accrue

Years of Service	Rate Per 2 Weeks of Service	No. of Days
0 - 1 Year	0.19	5
1 - 5 Years	0.38	10
6 - 12 Years	0.57	15
13 - 19 Years	0.76	20
20 Years or More	0.96	25

DPSCD Paid Observed Holidays:

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

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%

Questions regarding the pension plan(s) please call Michigan Public School Retirement Services at (800) 381-5111 or visit www.pickmiplan.org.

Tax Deferred Annuity (403b or 457)

For information regarding the Tax-Deferred Annuity program, please contact:

- The Omni Group (877-544-6664)

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 \$2,700 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)
- Voluntary Employee/Dependent Life Insurance (Term and Whole)
- Critical Illness
- Accident
- Disability Insurance (Short and Long)
- Identity Theft Protection