American Federation of State, County, and Municipal Employees (AFSCME)  
Local 345 - 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) Bath Attendant, Summer School; 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-Daily/ES.-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;

**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:**

$10,000 (100% DPSCD paid)

**Sick Leave Days:**

Accrue

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Rate</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1 Year</td>
<td>1 day per month</td>
<td>12</td>
</tr>
<tr>
<td>1 - 3 Years</td>
<td>1.20</td>
<td>15</td>
</tr>
<tr>
<td>5 Years or More</td>
<td>.65</td>
<td>17</td>
</tr>
</tbody>
</table>
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Personal Business:  2 days (included in sick total)

Vacation Days: Accrue

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Rate Per 2 Weeks of Service</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1 Year</td>
<td>0.19</td>
<td>5</td>
</tr>
<tr>
<td>1 - 5 Years</td>
<td>0.38</td>
<td>10</td>
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<tr>
<td>6 - 10 Years</td>
<td>0.57</td>
<td>15</td>
</tr>
<tr>
<td>11 - 19 Years</td>
<td>0.77</td>
<td>20</td>
</tr>
<tr>
<td>20 Years or More</td>
<td>0.95</td>
<td>25</td>
</tr>
</tbody>
</table>

DPSCD Paid Observed Holidays:

- New Year’s Day
- Martin Luther King’s Birthday
- Good Friday
- Memorial Day
- July 4
- 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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- **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