Organization of School Administrators and Supervisors (OSAS)
AFSA, Local 28, 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: Academic Engagement Administrator; Accountant; Administrative Manager; Assistant Chief of Security, Assistant Department Head; Attendance/Department Head; Auditor; Budget Analyst; Business Manager, Coordinator; Curricular/Administrator; Curriculum Leader; Curriculum Coordinator, Dean of Students, Dean of Culture; Dean of Instruction; Fiscal Coordinator; Department Head/Unit Head(or); Director; Director, (Non-Educational), Director, Communications; Elementary Staff Coordinator; Field Supervisor-Security; Head Commercial Foods Teacher; Head Apprentice Teacher; Investigator; Junior Administrative Assistant; Principal Accountant; Specialist; Day School for Deaf; Supervisor; Guidance Department Head; Program Supervisor; Program Associate I; Program Associate II; All Classifications for which a wage rate is created.

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)

Sick Leave Days: 12 days

Personal Business: 5 days (included in sick total)
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DPSCD Paid Observed Holidays:

- New Year’s Day
- Martin Luther King’s Birthday
- Good Friday
- Memorial Day
- 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%

- **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.
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Retirement (Member of the Michigan Public School Retirement System) continued

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