



**American Federation of State, County, and Municipal Employees (AFSCME)
 Local 345 - AFL-CIO
 January 1, 2020 – December 31, 2020**

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: Bath Attendant; Bus Attendants; Cashier Helper;
(10 Months) 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)

Sick Leave Days: Accrue

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



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Personal Business: 2 days (included in sick total)

Bereavement: 5 days (included in sick total)

Vacation Days Accrue: 0.57 days for each 2 weeks of service

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%



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