



**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:
(12 Months)** 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-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	12
1 - 4 Years	1.20	15
5 Years or More	.65	17



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Personal Business: 2 days (included in sick total)

Bereavement: 5 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 - 10 Years	0.57	15
11 - 19 Years	0.77	20
20 Years or More	0.95	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%

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