



**Detroit Association of Educational Office Employees – AFT LOCAL 4168, 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>.

<b>Benefit Group: (10 Months)</b>	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
<b>Medical/Rx:</b>	Blue Care Network (HMO) - Health Engagement Plans (4 plans) Blue Cross Blue Shield PPO Health Alliance Plan (HMO) - Traditional
<b>Dental:</b>	Delta Dental EPO Delta Dental PPO (Standard) Delta Dental PPO (Point-of-Service)
<b>Vision:</b>	Heritage Vision Plan Core Plan (Select Network) Heritage Vision Core+ (Select Network) Heritage Vision Premium (National Network)
<b>Life Insurance:</b>	\$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	10
1 - 3 Years	1.20	12
5 Years or More	0.65	15

**Personal Emergency:** 3 days (included in sick total)

**Bereavement:** 5 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%

**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 \$2,700 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