



Non-Union Member Benefits 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:** Executive Staff/Assistant Director/Assistant Principal/Principal
- 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:** \$25,000 (100% DPSCD paid)
- Sick Leave Days:** 12 days
- Personal Business/Emergency:** 5 days (included in sick total)
- Bereavement:** 5 days (included in sick total)
- Vacation Days - Accrue:** 31 days per year (.39)
- Vacation Days - Mandatory:** 19 days (included in vacation total)

Break	Dates	No. of Days
Day Before Thanksgiving	November 21	1
Holiday Break	December 24 – January 4	8
Winter Break	February 18 – February 22	5
Spring Break	April 1– April 5	5



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Compensated Holidays:

Holiday	Dates	No. of Days
July 4 th	July 4 th	1
Labor Day	September 3	1
Thanksgiving Break	November 22-23	2
Christmas Day	December 25	1
New Year's Day	January 1	1
M.L. King Day	January 21	1
Good Friday	April 19	1
Memorial Day	May 27	1

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