



**Organization of School Administrators and Supervisors (OSAS)
AFSA, Local 28, 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:
(10 Months)** 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.

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: 5 days (included in sick total)



**Organization of School Administrators and Supervisors (OSAS)
AFSA, Local 28, AFL-CIO
January 1, 2010 – December 31, 2020**

Bereavement: 5 days (included in sick)

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%

Tax Deferred Annuity (403b or 457)

- The Omni Group



**Organization of School Administrators and Supervisors (OSAS)
AFSA, Local 28, AFL-CIO
January 1, 2020 – December 31, 2020**

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