



**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:  
(12 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)



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**Bereavement:** 5 days (included in sick total)

**Vacation Days:** 31 days per year

**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

**Compensated Holidays:**

Holiday	Dates	No. of Days
July 4 <sup>th</sup>	July 4 <sup>th</sup> (summer or 12 month only)	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%



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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