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.

**Benefit Group:**
(10 Months) 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/II/III/VIII; Secretary Coordinator I/II/III; Sr. Preparator; Sr. Asst.; Sr. Storekeeper; Stock Inspection/Assistant; Storekeeper; Trainee; Varitype Machine Operator

**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)
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Sick Leave Days: Accrue

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Rate</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1 Year</td>
<td>1 day per month</td>
<td>10</td>
</tr>
<tr>
<td>1 - 3 Years</td>
<td>1.20</td>
<td>12</td>
</tr>
<tr>
<td>5 Years or More</td>
<td>0.65</td>
<td>15</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Rate Per 2 Weeks of Service</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1 Year</td>
<td>0.19</td>
<td>5</td>
</tr>
<tr>
<td>1 - 5 Years</td>
<td>0.38</td>
<td>10</td>
</tr>
<tr>
<td>6 - 12 Years</td>
<td>0.57</td>
<td>15</td>
</tr>
<tr>
<td>13 - 19 Years</td>
<td>0.76</td>
<td>20</td>
</tr>
<tr>
<td>20 Years or More</td>
<td>0.96</td>
<td>25</td>
</tr>
</tbody>
</table>

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