Detroit Federation of Teachers (DFT) – AFT Local 231  
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:** Accompanist; Adult Education Teacher; Art Therapist; Assistant Attendance Officer; Attendance Agents/Officer; Audiologist; Auditorium Teacher; Behavioral Specialist; Computer Teacher; Counselor; Counselor/Teacher Guidance; Day Trade Teacher; Educational Technician; IEP Specialist; Instructional Specialist; JROTC Assistant Instructor; JROTC Instructor; Librarians/Media Specialist; Literary Coach; Mobility Instructor; Music Therapist; Occupational Therapist; Physical Therapist (Physiotherapist); Psychologist; Registered Nurse; School Community Agent; Social Worker; Special Education Teacher/Counselor/Resource Teacher; Special Instructor; Speech/Language Pathologist; Speech Therapist; Substitute IV; Teacher Consultant; Teacher, Retiree; Transition Specialist; Vocational Instructor; Work Study Assistant

**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:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Number of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year</td>
<td>10</td>
</tr>
<tr>
<td>2 or more years</td>
<td>12</td>
</tr>
</tbody>
</table>

Personal Business: 2 days per year (included in sick total)
Personal Emergency: 3 days per year (included in sick total)
Bereavement: 5 days (included in sick total)
Religious Holidays: 5 days per year (included in sick total)

DPSCD Paid Observed Holidays:
- New Year’s Day
- Martin Luther King’s Birthday
- Good Friday
- Memorial Day
- Fourth of July (Summer School Only)
- Labor Day
- Veteran’s Day (1/2 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)**
For information regarding the Tax-Deferred Annuity program, please contact:
- 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