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:**
- Academic Engagement Administrator; Accountant; Administrative Manager; Assistant Chief of Security, Assistant Department Head; Attendance/Department Head; Auditor; 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)

<table>
<thead>
<tr>
<th>Break</th>
<th>Dates</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day Before Thanksgiving</td>
<td>November 21</td>
<td>1</td>
</tr>
<tr>
<td>Holiday Break</td>
<td>December 24 – January 4</td>
<td>8</td>
</tr>
<tr>
<td>Winter Break</td>
<td>February 18 – February 22</td>
<td>5</td>
</tr>
<tr>
<td>Spring Break</td>
<td>April 1 – April 5</td>
<td>5</td>
</tr>
</tbody>
</table>

Compensated Holidays:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Dates</th>
<th>No. of Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 4th</td>
<td>July 4th (summer or 12 month only)</td>
<td>1</td>
</tr>
<tr>
<td>Labor Day</td>
<td>September 3</td>
<td>1</td>
</tr>
<tr>
<td>Thanksgiving Break</td>
<td>November 22-23</td>
<td>2</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>December 25</td>
<td>1</td>
</tr>
<tr>
<td>New Year’s Day</td>
<td>January 1</td>
<td>1</td>
</tr>
<tr>
<td>M.L. King Day</td>
<td>January 21</td>
<td>1</td>
</tr>
<tr>
<td>Good Friday</td>
<td>April 19</td>
<td>1</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>May 27</td>
<td>1</td>
</tr>
</tbody>
</table>

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