Detroit Federation of Para-Professionals – Bargaining Unit M
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:** Para - Professionals

**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:** $10,000 (100% DPSCD paid)

**Sick Leave Days:** 10 days

**Personal Business:** 2 day per year (included in sick leave)

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

**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
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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

**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
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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