



Organization of School Administrators and Supervisors (OSAS) AFSA, Local 28, AFL-CIO

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.

Healthcare and voluntary benefits (i.e. medical, dental, vision, flexible spending accounts, basic/supplemental life insurance, accident, cancer, critical illness, disability, and identity theft protection) are calendar year (January 1 through December 31) elections. Pension/retirement, sick bank, bereavement, personal business, holidays and vacation days are academic year benefits (July 1 through June 30).

Following is a listing of benefits, some require employee contributions. 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)



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Sick Leave Days: 12 days

Sick Leave Eligibility: One calendar year of service and 1,250 hours worked in the past 12 months. Illness leaves governed by Family Medical Leave Act (FMLA) of 1993.

Personal Business: Up to 5 days (taken from sick bank)

Bereavement: Up to 5 days (taken from sick bank)

Vacation Days: 31 days per year

Vacation Days - Mandatory: 19 days (taken from vacation bank)

Break	Dates	No. of Days
Day Before Thanksgiving	See Academic Calendar for specific dates	1
Holiday Break		8
Winter Break		5
Spring Break		5

Compensated Holidays:

Holiday	Dates	No. of Days
July 4 th	See Academic Calendar for specific dates	1
Labor Day		1
Thanksgiving Break		2
Christmas Day		1
New Year's Day		1
M.L. King Day		1
Good Friday		1
Memorial Day		1



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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

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