



**Detroit Association of Educational Office Employees (DAEOE)
AFT LOCAL 4168, 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 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/VII/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)



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Life Insurance: \$25,000 (100% DPSCD paid)

Sick: Accrue

Years of Service	Rate	No. of Days
0 - 1 Year	1 day per month	10
1 - 3 Years	1.20	12
5 Years or More	0.65	15

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 Emergency: Up to 3 days (taken from sick bank)

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

Personal Business: Up to 2 days (taken from sick bank)

Vacation Days: Accrue

Years of Service	Rate Per 2 Weeks of Service	No. of Days
0 - 1 Year	0.19	5
1 - 5 Years	0.38	10
6 - 12 Years	0.57	15
13 - 19 Years	0.76	20
20 Years or More	0.96	25

DPSCD Paid Observed Holidays (See Academic Calendar for Specific Dates):

- New Year's Day
- Martin Luther King's Birthday
- Good Friday
- Memorial Day
- Labor 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

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)