



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:

Length of Service	Number of Days
1 year	10
2 or more years	12

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