



**Detroit Federation of Para-Professionals – Bargaining Unit S  
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:** Noon-Hour Aides, E.S. Satellite Aides, E.S. Satellite Coordinators, Food Service Assistants, and Food Service Specialists

**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:** 6 days

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

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

**DPSCD Paid Observed Holidays:**  
Martin Luther King's Birthday

**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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### **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

### **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