

**NOGALES UNIFIED SCHOOL DISTRICT  
CERTIFICATED NON-TEACHING EMPLOYEE BENEFITS  
2018-2019**

<b>Benefits</b>	<b>Plan/Policy</b>	<b>Details/Information</b>
<b>Retirement Benefits</b>	Arizona Statement Retirement System (ASRS)	Employee and Employer Contribution rate is 50% of the total contribution rate of 11.80% of gross salary. Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.64% of gross salary. Employee and Employer Contribution rate is 0.16% of gross salary.
	ASRS Long Term Disability	<b>Mandatory deduction</b>
	Tax Sheltered Annuities	Available
	Retirement Plan	Eligible to qualified employees. See policy.
	Health Insurance	Qualified retired personnel will be allowed to participate in the District's insurance at their own expense minus the ASRS health insurance benefit.
<b>Employee Leaves</b>	Sick Leave/Personal Leave	96 hours (pro-rated if contract is less than a full year). 2 days per year personal leave deducted from sick leave, if/when available.
	Bereavement Leave	Up to 5 days maximum per year, if eligible
	Jury Duty	Paid
	Military Leave	Available
	Professional Leave	Available
<b>Other Benefits</b>	Credit Union	Available
	Direct Deposit	Available
	Preferred Student Enrollment-NUSD	Available
	Employee Assistance Plan	Available
	United Way	Available
	Professional Assoc. dues (AEA)	Available
	<b>Insurance Benefits</b>	Classic Gold Medical/Dental/Rx (Basic Plan)
Basic Life and AD&D		Paid – Basic life Ins. \$10,000.00
Copay Gold Plan		Buy-up Option
HDHP \$1350 w/ Health Savings Account		HSA - \$900.00 / year
Short Term Disability		Available
Vision Plan		Available
Life Insurance		Available
Accident Insurance		Available
Sickness Insurance		Available
Cancer Insurance		Available
Long Term Care Insurance		Available
Heart Care Insurance		Available