

**NOGALES UNIFIED SCHOOL DISTRICT
CERTIFICATED EMPLOYEE BENEFITS
2016-2017**

Benefits	Plan/Policy	Details/Information	
Retirement Benefits	Arizona Statement Retirement System (ASRS)	Employee and Employer Contribution rate is 50% of the total contribution rate of 22.96% or 11.48% of gross salary. Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.34% of gross salary.	
	ASRS Long Term Disability	Employee and Employer Contribution rate is 0.14% of gross salary. Mandatory deduction	
	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.	
Employee Leaves	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	
	Advanced Study/Educational	Available	
	Professional Leave	Available	
Other Benefits	Credit Union	Available	
	Direct Deposit	Available	
	Preferred Student Enrollment-NUSD	Available	
	Employee Assistance Plan	Available	
	United Way	Available	
	Professional Assoc. dues (AEA)	Available	
Insurance Benefits	Classic Gold Medical/Dental/Rx (Basic Plan)	Employee coverage is provided at no cost to employee for the Classic Gold Plan. Dependent coverage available.	
	Basic Life and AD&D	Paid- Basic life Ins. 10,000.00	
	Copay Platinum	Buy-up Option	
	HDHP \$1300, Health Savings Account	HSA- \$750.00 a year	
	Short Term Disability	Available	
	Vision Service Plan	Available	
	Life Insurance	Available	
	Accident Insurance	Available	
	Sickness Insurance	Available	
	Cancer Insurance	Available	
	Long Term Care Insurance	Available	
Heart Care Insurance	Available		