

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

| <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 22.96% or 11.48% of gross salary.  |
|                            | ASRS Long Term Disability                   | Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.34% of gross salary.<br>Employee and Employer Contribution rate is 0.14% of gross salary.<br><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) | Employee only 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 Plan                         | 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                                   |   |