

**NOGALES UNIFIED SCHOOL DISTRICT
ADMINISTRATOR EMPLOYEE BENEFITS
2023-2024**

| 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 12.29% of gross salary. Employee and Employer contribution rate for retirement pension and health insurance benefit is 12.14% of gross salary. |
| | ASRS Long Term Disability | Employee and Employer Contribution rate is 0.15% of gross salary. Mandatory deduction |
| | Tax Sheltered Annuities | Available |
| | 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 |
| | Vacation Leave | Accrued each pay period. Pro-rated if contract is less than a full year |
| | Bereavement Leave | Up to 5 days per year, if eligible |
| | Jury Duty | Paid |
| | Military Leave | Available |
| | Other Benefits | Credit Union |
| | Direct Deposit | Available |
| | Preferred Student Enrollment-NUSD | Available |
| | Employee Assistance Plan | Available |
| | United Way | Available |
| | Administrative Addendum | \$6,565.20 |
| 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 |
| | Copay Gold Plan | Buy-up Option |
| | HDHP \$1500 w/ Health Savings Account | HSA- Amount \$1,200.00 |
| | Basic Life and AD&D | Paid- Basic life Ins. \$10,000.00 |
| | Life Insurance | Paid- 1 x annual contract amount |
| | Long Term Disability | Paid |
| | Short Term Disability | Available |
| | Vision Plan | Available |
| | Supplemental Life Insurance | Available |
| | Accident Insurance | Available |
| | Sickness Insurance | Available |
| | Cancer Insurance | Available |
| | Long Term Care Insurance | Available |
| Professional Liability Insurance | Paid | |