

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

Benefits	Plan/Policy	Details/Information
<b>Retirement Benefits</b>	Arizona Statement Retirement System (ASRS)  ASRS Long Term Disability	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. Employee and Employer Contribution rate is 0.15% of gross salary. <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
	Advanced Study/Educational	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 coverage is provided at no cost to employee for the Classic Gold Plan. Dependent coverage available.
	Coplay Gold Plan	Buy-up Option
	HDHP \$1500 w/ Health Savings Account	HSA- Amount \$1,200.00
	Basic Life and AD&D	District Paid Benefit Basic life Ins. \$10,000.00
	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