

**NOGALES UNIFIED SCHOOL DISTRICT
CERTIFICATED NON-TEACHING 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
	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
	Professional Leave	Available
	Other Benefits	Credit Union
	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 only coverage is provided at no cost to the employee for the Classic Gold Plan. Dependent coverage available.
	Basic Life and AD&D	Paid – Basic life Ins. \$10,000.00
	Copay Gold Plan	Buy-up Option
	HDHP \$1500 w/ Health Savings Account	HSA - \$1,200.00 / 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