

**NOGALES UNIFIED SCHOOL DISTRICT
CERTIFICATED EMPLOYEE BENEFITS
2015-2016**

| 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 22.94% or 11.47% of gross salary. Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.35% of gross salary. |
| | ASRS Long Term Disability | Employee and Employer Contribution rate is 0.12% 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 |
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| 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 | |