

**NOGALES UNIFIED SCHOOL DISTRICT
CERTIFICATED NON-TEACHING 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.
	ASRS Long Term Disability	Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.35% of gross salary. 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
	Professional Leave	Available
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)
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	