

**NOGALES UNIFIED SCHOOL DISTRICT
CERTIFICATED NON-TEACHING EMPLOYEE BENEFITS
2019-2020**

| 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 12.11% of gross salary. Employee and Employer contribution rate for retirement pension and health insurance benefit is 11.94% of gross salary. Employee and Employer Contribution rate is 0.17% of gross salary. |
| | ASRS Long Term Disability | 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 Gold Plan | Buy-up Option |
| | HDHP \$1350 w/ Health Savings Account | HSA - \$900.00 / 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 |