

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

<b>Benefits</b>	<b>Plan/Policy</b>	<b>Details/Information</b>	
<b>Retirement Benefits</b>	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.	
	ASRS Long Term Disability	Employee and Employer Contribution rate is 0.17% 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.	
	Copay Gold Plan	Buy-up Option	
	HDHP \$1350 w/ Health Savings Account	HSA- Amount \$900.00	
	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		