

**NOGALES UNIFIED SCHOOL DISTRICT  
CLASSIFIED 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
	Health Insurance	Qualified retired personnel will be allowed to participate in the District's insurance at their own expense minus the ASRS health 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
	Vacation	4.44 hours accrued each pay period. Eligible to full time -12 month employees only. Maximum of 240 hours.
	Bereavement Leave	Up to 5 days maximum per year, if applicable
	Jury Duty	Paid
	Military Leave	Available
<b>Other Benefits</b>	Credit Union	Available
	Direct Deposit	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	