

BISMARCK PUBLIC SCHOOLS
SUPPORT STAFF BENEFIT PLAN
July 1, 2011

12 Month Employees Scheduled to Work 36 Hours or More Per Week

- 10 Paid Holidays – New Years Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, July 4, Labor Day, Veterans Day (Nov. 11), Thanksgiving Day, Christmas Day,
 - 12 Days of Sick Leave – earned in hours
 - Paid Vacation –

0 thru 6 years	- 1.50 days per month
7 thru 10 years	- 1.75 days per month
11 thru 17 years	- 2.00 days per month
18 years or more	- 2.25 days per month
 - Medical Health Insurance – Self Funded – The district will pay \$855.00 per month for a family plan. The subscriber will pay \$410.00 per month for a family plan. The district pays the entire premium for single plus dependent and single coverage.
 - Vision Insurance – The subscriber will pay \$8.00 per month for a family plan and the district will pay \$17.00 per month. The district will pay the entire premium for a single plan (\$12.00 per month).
 - Dental Insurance – The subscriber will pay \$13.00 per month for a single plan and \$51.00 per month for a family plan. The district will pay \$26.00 per month for a single plan and \$49.00 per month for a family plan.
 - \$50,000 Term Life Insurance
 - Long Term Disability Insurance
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9-11 Month Employees Scheduled to Work 36 Hours or More Per Week

- 7 Paid Holidays – Labor Day, Veterans Day (Nov. 11), Thanksgiving Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, – (If an employee's normal workday includes the day before and the day after a holiday, only then will the employee be paid for the holiday.)
 - 9-11 Days of Sick Leave – prorated to the number of months employed and earned in hours
 - 2 Paid Personal Leave Days
 - Medical Health Insurance – Self Funded – The district will pay \$855.00 per month for a family plan. The subscriber will pay \$410.00 per month for a family plan. The district pays the entire premium for single plus dependent and single coverage.
 - Vision Insurance – The subscriber will pay \$8.00 per month for a family plan and the district will pay \$17.00 per month. The district will pay the entire premium for a single plan (\$12.00 per month).
 - Dental Insurance – The subscriber will pay \$13.00 per month for a single plan and \$51.00 per month for a family plan. The district will pay \$26.00 per month for a single plan and \$49.00 per month for a family plan.
 - \$50,000 Term Life Insurance
 - Long Term Disability Insurance
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Employees Scheduled to Work 9 or More Months And 20 Up to 36 Hours Per Week

- 3 Paid Holidays – Thanksgiving Day, Martin Luther King Day, Good Friday
 - 9-12 Days of Sick Leave – prorated to the number of months employed and earned in hours
 - 2 Paid Personal Leave Days which you receive after the 6 month probationary period.
 - Long Term Disability Insurance
 - \$50,000 Term Life Insurance
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All employees scheduled to work 20 hours or more per week will contribute to North Dakota Public Employees Retirement system. The employee contribution is 4% while the school district contributes 5.26%.

All employees regardless of earnings will contribute 7.65% of salary for Social Security. The school district will match an equal amount.

When an employee has a loss of time claim and receives worker's compensation reimbursement, the employee must send a copy of the worker's compensation check to Payroll. Credit to the employee's sick leave account will be calculated by dividing the amount of the worker's compensation check by the employee's hourly rate.

NEW INSURANCE RATES ARE EFFECTIVE OCTOBER 1, 2011