



BENEFITS
2020-21
CLASSIFIED EMPLOYEE

Paid 5th of each month—Benefits/Deductions calculated on 12 checks

To be Eligible for Benefits, Employee must be scheduled a minimum 32 hours/week

BENEFIT		EMPLOYEE	EMPLOYER
Retirement---NDPERS	All Employees are Eligible	7%	8.26%
9 Month Employees—Deductions will be recalculated for 9 checks or payments to school will be required during summer			
Health Insurance			
Option 1—Traditional 'CompChoice'	Single \$746.30 Plus Dependent \$1,313.50 Family \$1,940.30	\$186.30 \$753.50 \$1,380.30	\$560.00 \$560.00 \$560.00
<i>Effective Date will be the 1st or 16th- depending upon first day of work</i>			
Option 2— High Deductible 'BlueSaver'	Single \$604.00 Plus Dependent \$1,063.10 Family \$1,570.50	\$151.00 \$610.10 \$1,117.50	\$453.00 \$453.00 \$453.00
<i>Effective Date will be the 1st or 16th- depending upon first day of work</i>			
Option 2—HSA	Year 1		\$1,800/year
Single \$3,600 Max Family \$7,200 Max	Year 2 Changes take effect October 1 st of each year		Match up to \$1,700/year
Option 3—Waive	12 Month Full Time \$3,328.00 9 Month Full Time/12 Month Part Time \$2,432.00 9 Month Part Time & Para \$1.60 x est annual hours		\$278.00 (12mos) \$271.00 (9mos) \$--/month
Flexible Spending Account	**up to employee Changes take effect October 1 st of each year		\$0.00
Dental	Single Plus Spouse Plus Dependent Family	\$28.82 \$58.85 \$71.45 \$105.94	\$0.00
<i>Effective Date will be the 1st of the month following first day of work</i>			
Vision—VSP	Single Plus Spouse Plus Dependent Family	\$8.48 \$18.28 \$14.76 \$24.56	\$0.00
<i>Effective Date will be the 1st of the month following first day of work</i>			
Vision—EyeMed	Single Plus Spouse Plus Dependent Family	\$7.48 \$16.12 \$13.00 \$21.64	\$0.00
<i>Effective Date will be the 1st of the month following first day of work</i>			
Life Insurance	**up to employee		\$0.00
AFLAC	**up to employee		\$0.00

Annual Leave: *To be Eligible for Leave, Employee must be scheduled a minimum 30 hours/week*

12 Months-Full Time Sick—80 Hours / Personal—24 Hours / Vacation Days—80 Hours

12 Months-Part Time Sick—53 Hours / Personal—16 Hours

9 Months-Full Time Sick—80 Hours / Personal—24 Hours

9 Months-Para Sick—72 Hours / Personal—21.75 Hours

9 Months-Part Time Sick—62.5 Hours / Personal—15 Hours