GET TO KNOW YOUR NASSP BENEFITS

192 DAYS OF POTENTIAL PERSONAL TIME OFF

- 11 NASSP HOLIDAYS
- 10 DAYS GIVEN THROUGH NASSP EXECUTIVE DECISION (INCLUDES WINTER BREAK, EARLY CLOSURES & OTHER DAYS)
- 139 DAYS NASSP PAID LEAVE TIME (MAX: 1040 HOURS)
- 32 NASSP VACATION DAYS (MAX: 240 HOURS)

LEAVE

VACATION
Per pay period, employees earn:
- 4 HOURS 1-3 YEARS
- 6 HOURS 4-7 YEARS
- 7.5 HOURS 8+ YEARS

PAID LEAVE TIME
Employees may use this leave for personal illness, family illness, and personal business.
Per pay period, employees earn:
- 4 HOURS 1-2 YEARS
- 6 HOURS 3+ YEARS

BEREAVEMENT LEAVE
SPOUSE, CHILD, PARENT, OR SIBLING:
- MAXIMUM 5 DAYS
GRANDPARENT, GRANDCHILD, PARENT IN-LAW, SON OR DAUGHTER IN-LAW:
- UP TO 3 DAYS
DISTANT RELATIVE:
- 1 DAY

HOLIDAYS

- New Year’s Day
- Martin Luther King Jr. Day
- Presidents’ Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans’ Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas

INSURANCE

MEDICAL
- Employee premiums paid 100% by NASSP (spouse and dependents may be covered at an additional cost)
- Effective on first day of employment

United Healthcare
- UHC ChoicePlus 250
- UHC ChoicePlus 500
- UHC ChoicePlus $1,500
- UHC ChoicePlus $5,000

DENTAL
- Employee premiums paid 100% by NASSP (spouse and dependents may be covered at an additional cost)
- Effective first day of employment

United Healthcare
- Maximum benefit per patient, per calendar year: $1,500
- Preventive services: covered 100%
- Restorative, endodontics, oral surgery, and miscellaneous services: covered 80%
- Fixed prosthodontics (crowns, bridges) and removable prosthodontics (dentures, partials): covered 50%

VISION
- Carrier: Vision Service Plan (VSP)
- In-network providers
  - Co-pay $15.00 Exam
  - Co-pay $25.00 Lenses
  - Co-pay $25.00 Frames*
  - *Up to $130.00
- Non-network
  - Reduced benefit (see Benefit Brochure)

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11 NASSP HOLIDAYS

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32 NASSP VACATION DAYS (MAX: 240 HOURS)
INSURANCE (CONTINUED)

DISABILITY
• Provided at no cost to employees
• Effective on the first day of month following employment (long term)

Long Term
After 180 calendar days of disability and a designation as totally disabled, employees receive a monthly benefit of 60% of monthly earnings with a maximum benefit of $10,000 per month.

Short Term
After 15 days of disability, employees receive up to 60% of covered weekly earnings with a maximum benefit of $2,308 per week. Coverage continues a maximum of six continuous months or end of disability, whichever comes first.

LIFE INSURANCE
Provided at no cost to employees. Effective first day of the month following employment.

Minnesota Life
• Employees receive 1.5 times their salary with a minimum coverage of $50,000
• Available the first day of the month following employment

Insperity
• Employees receive 1 times their salary up to a maximum coverage of $50,000
• Available on first day of employment

Additional life insurance may be purchased by the employee at a small premium cost.

PERSONAL ACCIDENT INSURANCE
• Provided at no cost to employees
• Employees receive 1 times their salary with a $50,000 maximum

FSA ACCOUNT
Employees are eligible to participate in an FSA plan in order to pre-tax their deductible and out-of-pocket expenses on their health, dental, and vision insurance. Maximum yearly contribution is $2,600.

RETIREMENT

TAX SHELTERED ANNUITY PLANS
• Available first day of employment
• NASSP matches 50% of the first 6% employees contribute
• All staff receive a 2% contribution into their account requiring no participation in employee contributions
• Available through Mass Mutual

ADDITIONAL BENEFITS

HEALTH CLUB REIMBURSEMENT
Employees reimbursed for health club fees at 75% of monthly cost (up to $25/month)

LEGAL SERVICES
Offered through Legal Resources at no cost to employees

Employees can choose to participate in the health club reimbursement or legal services.

EDUCATIONAL ASSISTANCE PROGRAM
Eligible employees may be reimbursed for qualifying education expenses as follows:
• Up to a maximum of $1,500 per calendar year for approved undergraduate or graduate college courses taken as part of a degree program at an accredited institution
• Up to a maximum of $500 per calendar year for approved continuing educational expenses (including courses taken at an accredited trade or vocational school, business school, or through a professional association)
• Total combined reimbursement of $1,500 per calendar year for all educational assistance received under this program

ADOPTION ASSISTANCE
• Available after 180 days of continuous service and obtaining a benefits-eligible status
• Employees reimbursed up to $1,500 per qualified adoption through private or licensed adoption agencies

Benefits are subject to change. Please see the employee handbook for further details.