

# 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
  - Pays up to \$125.00 Contact Lens
- **Non-network**
  - Reduced benefit (see Benefit Brochure)

## 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

#### Insperty

- 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.