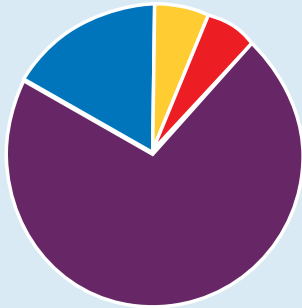


GET TO KNOW YOUR NASSP BENEFITS



192 DAYS OF POTENTIAL PERSONAL TIME OFF



12 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

- Juneteenth Day
- Independence Day
- Labor Day
- Columbus Day

- Veterans' Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas

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.

RETIREMENT—403B

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

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

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