GET TO KNOW YOUR NASSP BENEFITS

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 or family illness, medical and dental exams or treatment, and absences caused by accident or illness covered under workers compensation.
- **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
- Indigenous Peoples’ 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.

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

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 Empower

4 HOURS
1-3 YEARS
6 HOURS
4-7 YEARS
7.5 HOURS
8+ YEARS

**VACATION**

**PAID LEAVE TIME**

**BEREAVEMENT LEAVE**

**LIFE INSURANCE**

**ADDITIONAL BENEFITS**

**RETIREMENT—403B**

**12 NASSP HOLIDAYS**

**9 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)**

**192 DAYS OF POTENTIAL PERSONAL TIME OFF**

**HEALTH CLUB REIMBURSEMENT**

**LEGAL SERVICES**

**192 DAYS OF POTENTIAL PERSONAL TIME OFF**

**HEALTH CLUB REIMBURSEMENT**

**LEGAL SERVICES**