Teacher Benefit Summary - 2017-18

Retirement
- The District participates in the North Dakota Teacher’s Fund for Retirement. Teachers contribute 11.75% and the district matches with a 12.75% contribution.
- More information on additional 403b companies can be found at: TSA Consulting Group.

Blue Cross Blue Shield Insurance
Part-time staff (50% or more) will receive health, dental and vision benefits, sick leave and personal leave commensurate to the % of their contract.
- Health Insurance: The District pays $1,112 per month for a family plan and the employee pays $530 per month.
- Dental Insurance – The District pays $52 per month for a family plan and the employee pays $60 per month. The District pays $27 per month for a single plan and employee pays $17 per month.
- Vision Insurance – The District pays $17 per month for a family plan and the employee pays $8 per month.

The District pays the entire premium for single or single plus dependents health plans and single vision plan.

Flexible Benefits Program
- Employees can save money by converting unreimbursed medical expenses and dependent care expenses from an after-tax to a before-tax basis. Employees can set up medical spending accounts up to $2,600 per year and dependent care spending accounts $5,000 per year.

Long Term Disability Insurance
- The district pays the entire premium.

Life Insurance
- The district pays the entire premium for a $50,000 term policy. Additional coverage may be purchased at employee cost.

Sick Leave
- 12 days for 9 and 10 month contracts.
- 13 days for 11 month contracts.
- 14 days for 12 month contracts.
- Part-time teachers receive sick leave days commensurate to the percentage of their contract.
- Unused sick leave days can cumulate to 190 days.

Personal Leave
- 2 days per year for teachers with 0 – 10 years of BPS teaching experience.
- A maximum accumulation of 5 days.
- 3 days per year for teachers with 10-14 years of BPS teaching experience.
- A maximum accumulation of 5 days.
- 4 days per year for teachers with 15 or more years of BPS teaching experience.
- A maximum accumulation of 5 days.
- Part-time staff receives personal leave days prorated to the percentage of their contracts.

Holidays – 3 paid days
- Thanksgiving Day, Martin Luther King Day, and Good Friday

Teacher Manual/Teacher Negotiated Agreement
- Link for Teacher Manual and Negotiated Agreement.