

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.](#)