



**BISMARCK PUBLIC SCHOOLS  
SUPPORT STAFF BENEFIT PLAN  
July 1, 2016**

**Employees (9 or more months) - 30 to 35 hours per week**

Holidays – 3 paid

Thanksgiving Day, Martin Luther King Day and Good Friday

Sick Leave – 9-12 days (Prorated to the number of months employed earned in hours.)

Personal Leave Days – 2

- Prorated to the number of months employed and earned in hours which will be received after the six (6) month probationary period.

Medical, Dental and Vision Insurance (see chart below)

Insurance Rates are effective October 1

Retirement – ND Public Employee Retirement System (PERS)

(Employees who work 20 or more hours/week must contribute.)

Employee contribution – 7%

Employer contribution – 8.26%

Life Insurance - \$50,000 basic term life

Long Term Disability Insurance

Social Security

All employees regardless of earnings, will contribute 7.65% of salary for social security.

The district will match an equal amount.

**EMPLOYEES HIRED ON OR AFTER APRIL 1 ARE CONSIDERED TEMPORARY FOR THE CURRENT SCHOOL YEAR - BENEFITS WILL BE AVAILABLE WITH RETURN IN THE FALL.**

**Blue Cross Blue Shield Premiums**

**Effective October 1, 2016 (premiums change each year on October 1)**

	16-17 RATES	Employee Premium Cost	Employer Premium Cost
<b>HEALTH INSURANCE</b>			
Single	\$ 620.00	\$ 165.00	\$ 455.00
SPD (Single + dependent(s))	\$1,090.00	\$ 635.00	\$ 455.00
Family	\$1,610.00	\$ 1,155.00	\$ 455.00
<b>DENTAL INSURANCE</b>			
Single	\$ 44.00	\$ 21.00	\$ 23.00
Family	\$ 112.00	\$ 74.00	\$ 38.00
<b>VISION INSURANCE</b>			
Single	\$ 12.00	\$ 4.00	\$ 8.00
Family	\$ 25.00	\$ 10.00	\$ 15.00