

BISMARCK PUBLIC SCHOOLS
12-month (20 or more hours per week)
Support Benefit Plan

Effective January 1, 2026

Health, Dental & Vision Insurance

Full-time 12-month employees working 30 or more hours per week are eligible. Employees under 30 hours are not eligible for insurance benefits.

More information on all plans is available through [InsideBPS](#)

Rates subject to change January 1, 2027

Insurance Costs – 36+ Hours Per Week (2025 – Biweekly)

Coverage Type	Health	Dental	Vision
Single	\$26.50	\$9.50	\$0.00
Employee + Children	\$47.00	n/a	n/a
Family	\$419.50	\$33.00	\$5.25

Insurance Costs – 30-35 Hours Per Week (2025 – Biweekly)

Coverage Type	Health	Dental	Vision
Single	\$105.00	\$11.50	\$2.75
Employee + Children	\$442.00	n/a	n/a
Family	\$814.50	\$40.00	\$6.25

Coverage Start Dates:

- Start 1st–15th → Coverage begins next month
- Start 16th–31st → Coverage begins following month
- Open enrollment for 2027 begins November 2026

Life & Disability Insurance

- \$50,000 basic term life insurance (employer paid). Additional coverage may be purchased.
- Long-Term Disability: Employer paid

VEBA (Post-Employment)

Resigning/retiring employees may transfer leave payouts to a VEBA account (WEX), tax-free, for qualified medical, dental, and vision expenses.

Retirement – NDPERS

Hire Date	Employee Contribution	District Contribution
Jan 1, 2025+	4% (+ optional 3% within the first 30 days of employment)	5.26% (+ match up to 3% - total employer contribution up to 8.26%)
Jan 1, 2020 – Dec 31, 2024	7%	9.26%
Before Jan 1, 2020	7%	8.12% + 1.14% health credit (Total 9.26%)

More info: [TSA Consulting Group \(403b options\)](#)

****Employees hired or with daily/hourly changes on or after April 1 are considered TEMPORARY for the current school year. Benefits resume with return in the fall. ****

Flexible Benefits Program

Plan Year: Jan 1 – Dec 31, 2025

- Medical Max: \$3,300
- Dependent Care Max: \$5,000
- Minimum: \$250 | Carryover: \$50–\$660
- Open enrollment for 2027 begins November 2026

Employee Assistance Program (EAP)

Confidential counseling for personal/work-life issues

- Six (6) no-cost sessions for employees and families
- More info: [Health Advocate](#)

AFLAC Voluntary Insurance

Optional payroll-deducted coverage:

- Disability
- Critical Illness
- Accident
- Hospital Insurance

Holidays – 10 Days

- New Year’s Day
- Martin Luther King Day
- Presidents’ Day
- Good Friday
- Memorial Day
- 4th of July
- Labor Day
- Veterans’ Day
- Thanksgiving Day
- Christmas Day
- Christmas Eve (Mon–Thu): ½ day holiday pay. Holiday pay per Superintendent approval.

Sick Leave

12 days/year (earned in hours). Prorated for part-time based on hours worked.

Vacation Leave

Years of Service	Days/Month
0–6 years	1.50
7–10 years	1.75
11–17 years	2.00
18+ years	2.25

Part-time: vacation earned based on hours worked.

Twelve-month staff may carry over vacation leave until July 31 to use days in excess of 20.

[Support Staff Manual](#)

Benefits Info: HR – (701) 323-4072

Paycheck Info: Accounting – (701) 323-4067