

BISMARCK PUBLIC SCHOOLS
9–12-month (under 20 hours per week)
Support Staff Benefit Plan

Effective January 1, 2026

Retirement – ND Public Employees Retirement System (NDPERS)

Employees working under 20 hours per week may voluntarily participate in the NDPERS Retirement Plan at their own expense.

Contribution Type	Rate
Employee (voluntary)	9.26% (+ optional 6% within the first 30 days of employment)

Employee Assistance Program (EAP)

Confidential counseling for personal/work-life issues

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

*Other benefits do not apply for hourly employees who work under 20 hours per week. *

*Hourly staff are paid bi-weekly. *

[Support Staff Manual](#)

Benefits Info: HR – (701) 323-4072

Paycheck Info: Accounting – (701) 323-4067