

Effective January 1, 2026

Health, Dental & Vision Insurance

Part-time staff (50% or more) will receive health, dental and vision benefits, sick leave, and personal leave commensurate to the % of their agreement.

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

Rates are subject to change January 1, 2027

Monthly Premiums:

| Coverage Type | Health | Dental | Vision |
|---------------------------|--------|--------|---------|
| Single | \$53 | \$19 | \$0 |
| Employee + Children (SPD) | \$94 | n/a | n/a |
| Family | \$839 | \$66 | \$10.50 |

Coverage Start Dates:

- Start 1st–15th → Coverage begins next month
- Start 16th–31st → Coverage begins following month
- **Professional Support Staff starting in fall 2026 → coverage begins October 1, 2026**
- Open enrollment for 2027 begins November 2026

Long-Term Disability Insurance

District pays full premium.

AFLAC Voluntary Insurance

Available via payroll deduction for:

- Disability
- Critical Illness
- Accident
- Hospital Insurance

Retirement

| Certified Retirement Plan | Employee Contribution | District Contribution |
|---|---|---|
| TFFR | 11.75% | 12.75% |
| Non-Certified Retirement Plan 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 \(403b options\)](#)

Flexible Benefits Program

Plan Year: January 1 – December 31

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

Life Insurance

District-paid \$50,000 policy. Additional coverage may be purchased.

VEBA (Post-Employment)

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

Employee Assistance Program (EAP)

Confidential counseling for personal/work-life issues

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

Sick Leave

| Agreement Length | Sick Days | Notes |
|------------------|-----------|------------------|
| 9–10 months | 12 | Accrues annually |
| 11 months | 13 | Accrues annually |
| 12 months | 14 | Accrues annually |

Part-time staff (50% or more) will receive sick leave days commensurate to the % of their agreement.

- Unused days accumulate indefinitely.

Personal Leave – 9–11 Month Employees

- 3 days per year
- 4 days after completion of 10 years of service with BPS
- Max accumulation: 5 days
- Part-time staff (50% or more) will receive personal leave days commensurate to the % of their agreement
- Leave year: July 1 – June 30

Vacation Leave – 12-Month Employees

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

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

Holidays – 9–11 Month Employees

- Thanksgiving Day
- Martin Luther King Day
- Good Friday

[Professional Support Staff Manual](#)

Benefits Info: HR – (701) 323-4072

Paycheck Info: Accounting – (701) 323-4064

Holidays – 12-Month Employees

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Memorial Day
- July 4
- Labor Day
- Veterans' Day (Nov. 11)
- Thanksgiving Day
- Christmas Day