

## BISMARCK PUBLIC SCHOOLS

### 12-month (20 or more hours per week)

### Support Benefit Plan

*Effective July 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 (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 (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: January 1 – December 31

- Medical Max: \$3,400
- Dependent Care Max: \$7,500
- Minimum: \$250 | Carryover: \$50–\$680
- 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.

The leave year shall be from July 1 through June 30 each year. 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