

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

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.

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
- Thanksgiving Day
- Christmas Day