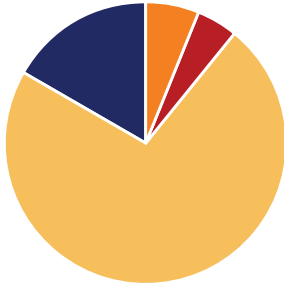


GET TO KNOW YOUR NASSP BENEFITS



192 DAYS OF POTENTIAL PERSONAL TIME OFF

- 12 NASSP HOLIDAYS
- 139 DAYS NASSP PAID LEAVE TIME (MAX: 1040 HOURS)
- 9 DAYS GIVEN THROUGH NASSP EXECUTIVE DECISION (INCLUDES WINTER BREAK, EARLY CLOSURES & OTHER DAYS)
- 32 NASSP VACATION DAYS (MAX: 240 HOURS)

LEAVE

VACATION

Per pay period, employees earn:

4 HOURS
1-3 YEARS

6 HOURS
4-7 YEARS

7.5 HOURS
8+ YEARS



PAID LEAVE TIME

Employees may use this leave for personal or family illness, medical and dental exams or treatment, and absences caused by accident or illness covered under workers compensation.

4 HOURS
1-2 YEARS

6 HOURS
3+ YEARS



BEREAVEMENT LEAVE

Spouse, child, parent, or sibling:
MAXIMUM 5 DAYS

Grandparent, grandchild, parent in-law, son or daughter in-law:
UP TO 3 DAYS

Distant relative:
1 DAY



HOLIDAYS



- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veterans' Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas

LIFE INSURANCE

Provided at no cost to employees. Effective first day of the month following employment.

Minnesota Life

- Employees receive 1.5 times their salary with a minimum coverage of \$50,000
- Available the first day of the month following employment

Insperty

- Employees receive 1 times their salary up to a maximum coverage of \$50,000
- Available on first day of employment

Additional life insurance may be purchased by the employee at a small premium cost.

RETIREMENT—403B

TAX SHELTERED ANNUITY PLANS



- Available first day of employment
- NASSP matches 50% of the first 6% employees contribute
- All staff receive a 2% contribution into their account requiring no participation in employee contributions
- Available through Empower

ADDITIONAL BENEFITS

Employees can choose to participate in the health club reimbursement or legal services.

HEALTH CLUB REIMBURSEMENT



Employees reimbursed for health club fees at 75% of monthly cost (up to \$25/month)

LEGAL SERVICES



Offered through Legal Resources at no cost to employees