

DICKINSON PUBLIC SCHOOLS BENEFIT EXPLANATION  
ADMINISTRATIVE REGULATION

The following guidelines are established for employees in regards to benefits.

Classified Employees

Employees who work **under 17.5 hours per week** will be eligible to receive the following benefits:

- North Dakota Personnel Employee Retirement System (NDPERS)-The employee may participate at his/her own expense with no contribution from the school district.

Employees who work **17.5 to 19.5 hours per week** will be eligible to receive the following benefits:

- Employee Assistance Program (EAP)
- North Dakota Personnel Employee Retirement System (NDPERS)-The employee may participate at his/her own expense with no contribution from the school district.
- Flexible Benefits Program-Section 125
- Health insurance-Prorated according to the employee's weekly hours.
- Long-term disability insurance

Employees who work **20 or more hours per week** will be eligible to receive the following benefits:

- Employee Assistance Program (EAP)
- North Dakota Personnel Employee Retirement System (NDPERS)
- Flexible Benefits Program-Section 125
- Term life insurance-(The school district pays for \$50,000 of term life insurance and the employee has the option to purchase an additional \$50,000 at his/her own expense.)
- Health insurance-Prorated according to the employee's weekly hours.
- Long-term disability insurance

Licensed Employee

- Employee Assistance Program (EAP)
- Teacher Fund for Retirement (TFFR)
- Flexible Benefits Program-Section 125
- Term life insurance-(The school district pays for \$50,000 of term life insurance and the employee has the option to purchase an additional \$50,000 at his/her own expenses.)
- Health insurance-Prorated according to the Full Time Equivalency (FTE) of the licensed employee's contract.
- Long-term disability insurance

Note: Temporary employees, such as substitute teachers or part-time temporary classified staff, are not eligible for any benefits.