



# Employee Benefits

## Overview

### **Northwest Technology Center provides the following paid benefits for employees:**

- Health Insurance • Dental Insurance
- Life Insurance in the amount of the employee's salary
- Dependent Life Insurance for spouse and any children under age 26
- Oklahoma Teacher Retirement Employer AND Employee Contribution  
(9.5% employer contribution and 7% employee contribution of the employee's salary and eligible benefits)
- Free membership to the NWOSU Wellness Center in Alva
- Employee discount membership to the Life Fitness Center in Fairview

### **NWTC offers optional Section 125 cafeteria benefits that employees can purchase for themselves and their eligible dependents:**

- Health Insurance • Dental Insurance • Vision Insurance
- Life Insurance • Dependent Life Insurance • 403(b) and 457 (b) Plans • Long Term Care Ins
- Disability Insurance • Accident Insurance • Cancer Insurance • Heart Insurance
- Health Savings Account • Health Flexible Spending Account (FSA) • Dependent Daycare FSA

### **NWTC Holidays, Breaks, and Vacation:**

- Labor Day • Fall Break • Thanksgiving Break • Christmas Break
- Spring Break • Easter Break • Memorial Day • 4<sup>th</sup> of July
- Up to 12 days of paid sick leave per year (1 day per month worked) • Shared Sick Leave Bank  
(Up to 60 days can be saved or "banked" for future needs • Up to 120 days can be banked for OTRS retirement)
- Sick leave days can be transferred from another school district
- 5 days of paid emergency/personal leave per year
- For full-time 12 month employees – 10 days of paid vacation per year  
(Vacation and personal leave do not accrue and must be used within the fiscal year)

**Please contact the Human Resources Director for detailed information.**

**Ashlee Sneary, Human Resources Director**

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