



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 with a 401(a) match
- Long Term Care Ins • Disability Insurance • Accident Insurance • Cancer 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 • 4th 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

Alva Campus (580) 327-0344 asneary@nwtech.edu Fairview Campus (580) 227-3708

NON-DISCRIMINATION POLICY There will be no discrimination by the NW Technology Center School District because of race, color, sex, pregnancy, gender, gender expression or identity, national origin, religion, disability, veteran status, sexual orientation, age, or genetic information in its programs, services, activities and employment.