



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)
Educational Assistance Tuition Reimbursement
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
10 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
(Personal leave does not accrue and must be used within the fiscal year)

Please contact the Human Resources Director for detailed information.

Sonja M. Williams, Human Resources Director

Alva Campus (580) 327-0344

swilliams@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. Contact Discrimination/Title IX Coordinator at 801 Vo-Tech Drive, Fairview, OK 73737, (580) 227-3708, or cshaw@nwtech.edu.