



The Northwest School

Benefits Overview for Prospective Employees

The Northwest School offers a vital, engaged, and inclusive community, outstanding professional development opportunities and an excellent benefits package. This summary is intended to describe the important benefits we provide so that you will feel informed as you entertain the possibility of joining our community.

Health & Welfare Benefits

Medical Insurance

	Kaiser \$1,500 Ded HMO	Kaiser \$2,500 Ded PPO (Options, Inc.)
Employee Only	\$0 per month	\$120 per month
Employee + Child(ren)	\$400 per month	\$570 per month
Employee + Spouse	\$820 per month	\$1,020 per month
Employee + Family	\$970 per month	\$1,220 per month
Deductible	\$1,600 / \$3,200	\$2,500 / \$5,000
Out of Pocket Maximum	\$3,500 / \$7,000	\$5,000 / \$8,500
Provider Network	Kaiser	Kaiser + First Choice

Every employee who elects medical coverage is also enrolled in a Health Savings Account (HSA). A deposit is made by the school each calendar year (pro-rated based on hire date). For individuals and families. Health Equity is the Health Savings Account vendor.



Dental Insurance

	Delta Dental of WA	DeltaCare Peak Plan
Network	PPO	HMO
Cleaning & Wellness	100% Covered	100% Covered
Annual Deductible	\$0	\$0
Annual Benefit Max	\$2,000	No Maximum
Root Canals	50% covered	Copay varies
Orthodontia	No coverage	\$1,600 copay child, \$2,000 copay adults
Fillings	80% covered	No copay

Vision Insurance

Vision Service Plan	
Employee Only	\$8.82
Employee + Child(ren)	\$14.41 per paycheck
Employee + Spouse	\$14.12 per paycheck
Employee + family	\$23.24 per paycheck
Eye Exam	\$20 co-pay combined with exam
Lenses	Once every 12 months
Frames	Once every 24 months
Contacts	Once every 12 months

Disability & Life Insurance

MetLife	
Employee Only	\$0
Long Term Disability	Pays 60% of your salary (tax free) if you are disabled more than 13 weeks
Life Insurance	\$100,000 basic life policy
Accident Insurance	\$100,000 maximum benefit

Retirement

A 403(b) Plan with TIAA is available to all employees who work 693 hours in a year . NWS matches up to 6% of annual salary after a year of service. Eligible employees may contribute to the 403(b) plan upon hire with their own funds.

Compensation

The Northwest School evaluates regional peer schools each year to ensure compensation remains competitive. Our goal is for all employees to be paid at the median of a regional benchmark group, on average. We currently meet this goal and have for the last 9 years. Teaching faculty are paid according to a scale that rewards years of service and education; pay increases for teaching faculty occur annually upon commencement of the new academic year. Administrative Faculty are paid competitive with the local and national labor market; pay increases for Administrative Faculty occur annually on September 1.

Faculty are paid once a month on the last business day of the month.

Work – Life Benefits

Sick Leave:

Available to all employees who work more than 20 hours per week

Eligible employees receive one sick day for each month they work, awarded as a lump sum on their hire date and each anniversary date.

Personal Days:

Available to all employees who work more than 20 hours per week

All eligible employees receive 2 personal days each year to use at their discretion.

Vacation Leave:

Available to all Administrative Faculty employees

During the first through third year Administrative Faculty employees accrue 10 vacation days each year. Supervisors and administrators accrue 15 days per year.

Religious and Cultural Leave:

Available to all eligible employees

Up to 6 paid days off each year for religious and/or cultural observance.



Holiday Closures:

Available to all eligible employees

NWS observes 19 paid holiday closures throughout the year. Additionally, Teaching Faculty observe regular school breaks.

Sabbatical:

Available to all eligible employees

NWS awards 1 sabbatical that last 1 school term (Trimester). Teaching and Administrative Faculty are eligible to participate in the sabbatical program after 7 years of service. Sabbaticals promote professional and personal growth, honor longevity and service to the school, and contribute to a culture of institutional growth and innovation.

ORCA Card

Available to all year-long employees

All year-long employees may purchase an unlimited ORCA card for \$15.00 per month, pre-tax.

Lunch at NWS

Available to all employees at no cost

All employees enjoy free lunch in our cafeteria in the 401 Pike building. Lunches are prepared onsite and feature local, organic ingredients.

Homebuying & Refinance Assistance:

Available to all employees and their families at no cost

Homestreet offers faculty and their families significant discounts on loans, fees, and closing costs.

Fitness Facility:

Available to all eligible employees at no cost.

All employees have access to the new fitness facility in the 401 Pike building. Employees have the opportunity to work out individually or with colleagues as a way to stay healthy and beat stress.



