



The  
Northwest  
School



# BENEFITS OVERVIEW FOR PROSPECTIVE EMPLOYEES

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 \$1,700 Deductible HMO	Kaiser \$2,500 Deductible PPO
Employee Only	\$0 per month	\$165 per month
Employee + Child(ren)	\$495 per month	\$930 per month
Employee + Spouse	\$900 per month	\$1,195 per month
Employee + Family	\$1,060 per month	\$1,595 per month
Deductible	\$1,700 / \$3,400	\$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). The Northwest School will contribute \$750 to your HSA if you are enrolled in employee only coverage and \$1,500 annually to your HSA if you have dependents enrolled on the medical plan (pro-rated based on hire date).



# HEALTH & WELFARE BENEFITS

## Vision Insurance

Vision Service Plan	
Employee Only	\$11.60 per month
Employee + Child(ren)	\$18.94 per month
Employee + Spouse	\$18.56 per month
Employee + Family	\$30.54 per month
Eye Exam	\$20 co-pay combined with exam Once every 12 months
Lenses	Once every 12 months
Frames	Once every 24 months
Contacts	Once every 12 months

## Dental Insurance

MetLife Dental Plan	
Employee Only	\$0.00
Employee + Child(ren)	\$55.24 per month
Employee + Spouse	\$41.04 per month
Employee + Family	\$106.52 per month
Preventive Care Exams, X-rays, Cleanings	0%
Basic Treatment Fillings, Periodontics, Oral Surgery	10%
Major Treatment Dentures, Implants, Crowns	40%
Calendar Year Deductible	\$50 individual \$150 family

## 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 (Voluntary Life Insurance for Employee and Dependents is also available)
Accident Insurance	\$100,000 maximum benefit



# WORK + LIFE BENEFITS

## 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.

## 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 employees who work more than 20 hours per week*  
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 employees who work more than 20 hours per week*  
Up to 6 paid days off each year for religious and/or cultural observance.

## Holiday Closures

*Available to all employees who work more than 20 hours per week*  
NWS observes 19 paid holiday closures throughout the year. Additionally, Teaching Faculty observe regular school breaks.

## ORCA Card

*Available to all year-long employees*  
All year-long employees may purchase an unlimited ORCA card for \$17.50 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.



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