



Benefits Overview for Interested 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: Premera**

Premium 100% paid for employees; spouse & dependent coverage available for purchase.

Faculty may choose between a high deductible plan with an annual deductible of \$1,500 for an individual and \$3,000 for a family or a \$500 deductible plan; there is an added cost for employee only coverage on the \$500 deductible plan. Preventive care is covered at 100% for both plans. The school contributes a generous amount to an HSA for employees and their families who choose the high deductible plan. The HSA contribution amount for the 2019 plan year is \$1,000 for individuals and \$2,000 for families, pro-rated based on start date.

➤ **Health Savings Account: Health Equity**

Health Savings Account (HSA) deposit made by the school each calendar year (pro-rated based on hire date) for individual and families choosing the high deductible medical plan.

➤ **Dental: Washington Dental Service or Willamette Dental**

Premium 100% paid for employees; spouse & dependent coverage available for purchase.

➤ **Vision: Vision Service Plan**

Premium 100% paid for employees; spouse & dependent coverage available for purchase.

This benefit provides for an exam every 12 months, lenses every 12 months, and frames every 24 months.

➤ **Short-Term Disability: Lincoln**

Premium 100% paid for employee

This benefit pays 60% of an employee's salary if he or she become temporarily disabled.

➤ **Long-Term Disability: Lincoln**

Premium 100% paid for employee

This plan provides financial protection for employees by providing income protection if they become disabled.

➤ **Life and AD&D: Lincoln**

Premium 100% paid for employee

The benefit of \$100,000 is paid by NWS.

➤ **Employee Assistance Program**

No cost for employees

An EAP is a confidential service staffed by Master's and PHD level counselors who can assist with a wide range of issues.



Retirement Benefits:

➤ **403(b) Plan: TIAA-CREF**

Available to all eligible employees. NWS matches up to 6% of annual salary.

Eligible employees may contribute to the 403(b) plan upon hire with their own funds. After one year of service, NWS will match up to 6% of an employee's annual salary in this plan.

Compensation:

The Northwest School offers competitive compensation. 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. Support faculty are paid competitive with the local and national labor market; pay

increases for support faculty occur annually on September 1.

Work-Life Benefits:

➤ **Sick Leave:**

Available to all eligible employees.

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 eligible employees.

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

➤ **Vacation Leave:**

Available to all support faculty employees.

During the first through third year full time support faculty employees accrue 6.66 vacation hours each month. Supervisors and administrators accrue an additional 3.33 hours each month. Part time support faculty receive pro-rated vacation benefits.

➤ **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 12 paid holiday closures throughout the year.

➤ **Sabbaticals:**

Available to all eligible employees.

Each year, NWS awards 2 sabbaticals that last 2 school terms. Teaching and support faculty are eligible to participate in the sabbatical program after 7 years of service. Sabbaticals to employees as a way of promoting professional and personal growth, honoring longevity and service to the school, and contributing 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 \$9.72 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.

➤ **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!

Professional Development Benefits:

➤ **Professional Development** Available to all eligible employees.

Professional development opportunities abound at NWS. Each year all employees gather three times for professional development days organized by the school. Additionally, NWS allocates 2% of the total annual budget each year to funding external professional development opportunities for teaching and support faculty.

School Culture & Location:

A culture of courtesy and common sense. A liberal arts education drawing connections among artistic, historical, literary, and scientific fields of knowledge. An outdoor and environmental program. Stellar athletics. These are some of the integral parts of The Northwest School. Set in an urban campus that is housed in an historic landmark cared for by our students, we provide a curriculum for grades 6–12 that offers an international perspective and encourages independent and creative thinking in every class. We educate and shape our students into global citizens who will one day shape our community, nation, and world.

