

FEDERAL WAY PUBLIC SCHOOLS - DISTRICT NO. 210

Benefit and Leave Information

Non-Contracted, NonRepresented Staff

1. Employee Online: View your current position, salary; payroll, benefits, and retirement information.
2. Medical, Dental and Vision: Benefits provided, and eligibility shall be in compliance with applicable Washington State Law(s) related to healthcare benefits for School Employees as established by the School Employee Benefits Board (SEBB) and as administered by the Washington State Healthcare Authority (HCA) and/or similar State wide jurisdictions.
3. Employee shall receive one (1) day of illness, injury, or emergency leave per month and such leave shall accumulate from year to year to the extent allowed by law.
4. 12 Month Employees: The Employee shall receive twenty-five (25) days of vacation annually exclusive of holidays. Vacation shall be accrued monthly. On terminating employment with the District or upon retirement, the Employee is to be paid for accumulated leave up to but not to exceed thirty (30) days with such leave to be only those annual leave days earned but not taken during the two (2) years immediately preceding the termination or retirement date. Unused vacation shall be paid to the Employee at the per diem rate of 1/224 of his/her salary. On September 1st of each year any accrued leave in excess of thirty (30) days will be forfeited. Employee has the option to cash in seven (7) days of vacation from their current vacation balance. This option is available between May 10th and June 10th of each year. Vacation shall be cashed out at the rate of 1/224 of his/her salary.
5. In addition to those specifically provided for herein, the Employee shall be provided other necessary leaves as prescribed in Federal and State laws.
6. The Employee shall be allowed to participate in the District's attendance incentive program as authorized by law.
7. All sick leave cash-out contributions eligible at the time of cash-out will be contributed to the VEBA Health Reimbursement Plan ("Plan") and shall be based on the cash-out value of leave days or hours accrued in accordance with the statute and District policy. Retirement or separation from service eligibility is limited to those who retire or separate from service with sick leave cash-out rights. Annual cash-out eligibility is limited to those with at least 180 days before current front-loaded days.

For sick leave cash-outs, all eligible employees will be required to sign and submit to the District a hold harmless agreement complying with RCW 28A.400.210. If an employee eligible for such sick leave contributions fails to sign and submit such agreement to the District, the District will not make sick leave cash-out contributions to the Plan at any time during the term of this contract, and any and all excess sick leave which, in the absence of this agreement, would accrue to such employee during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick leave