

## BENEFITS PROGRAM

The District offers a comprehensive benefits program designed to meet the needs of all our employees. Employees choose how their District-paid benefit allowance (\$830 per month in 2008) is applied toward the following plans:

- Medical (choice of plans; employees with other coverage may also opt out)
- Dental (choice of plans)
- Term Life Insurance
- Accidental Death Insurance
- Qualifying AFLAC Plans
- Dependent (Child) Care Flexible Spending Account
- HRA VEBA: After being applied toward the employee's choice of the above plans, any remaining District-paid benefit funds are contributed to the employee's tax-free Health Reimbursement Account for non-covered healthcare expenses. Funds may be used immediately or saved as a retirement investment that grows tax-free for future health care costs.

## OTHER BENEFITS

- Annual Paid Leave: 18 days of General Leave to start; 11 paid holidays; and 6 days Extended (Illness) Leave
- Retirement: State of Washington Public Employees' Retirement System (PERS). Employees and the District jointly contribute to this defined benefit plan.
- Part-time employees receive pro-rated benefits and paid leave.