

Benefits Information for Classified Staff - Renton School District

Classified staff in positions within the **Prof-Tech, RESP or SEIU union groups with an assignment of .57 FTE or greater** are provided the following:

Prof-Tech: \$40K term life insurance, long-term disability insurance, family vision (Premera), family dental (choice of Washington Dental or Willamette) with medical optional (Group Health or a choice of 6 different Premera plans). The district will provide an amount for medical premiums which is calculated based upon assignment hours. Any premiums for the medical plans in excess of that amount will be paid by pre-tax payroll deduction.

RESP: \$40K term life insurance, long-term disability insurance, family vision (Premera), family dental (choice of Washington Dental or Willamette) with medical optional (Group Health or a choice of 6 different Premera plans). The district will provide an amount for medical premiums which is calculated based upon assignment hours. Any premiums for the medical plans in excess of that amount will be paid by pre-tax payroll deduction.

SEIU: \$40K term life insurance, long-term disability insurance, family dental (choice of Washington Dental or Willamette) with medical optional (Group Health or a choice of 6 different Premera plans). The district will provide an amount for medical premiums which is calculated based upon assignment hours. Any premiums for the medical plans in excess of that amount will be paid by pre-tax payroll deduction.

Classified staff in positions within the **Prof-Tech, RESP or SEIU union groups with assignment less than .57 FTE** are eligible only for medical insurance and employee-paid optional plans. The district will provide an amount for medical premiums which is calculated based upon assignment hours.

Classified staff in positions within the **Confidential Employee or AFT-Renton union groups with an assignment of .346 FTE or greater** are provided the following:

Confidential Employees: \$40K term life insurance, long-term disability insurance, family vision (Premera), family dental (choice of Washington Dental or Willamette) with medical optional (Group Health or a choice of 6 different Premera plans). The district will provide an amount for medical premiums which is calculated based upon assignment hours. Any premiums for the medical plans in excess of that amount will be paid by pre-tax payroll deduction.

AFT-Renton: \$50K term life insurance, family vision (Premera), family dental (choice of Washington Dental or Willamette) with medical optional (Group Health or a choice of 6 different Premera plans). The district will provide an amount for medical premiums which is calculated based upon assignment hours. Any premiums for the medical plans in excess of that amount will be paid by pre-tax payroll deduction.

Classified staff in positions within the **Confidential Employee or AFT-Renton union groups with an assignment of less than .346 FTE** are eligible only for medical insurance and employee-paid optional plans. The district will provide an amount for medical premiums which is calculated based upon assignment hours.

Optional term life, short-term disability and long-term care insurance are also available at employee expense.

Those in eligible classified assignments also make pre-tax contributions to the Washington State School Employees' Retirement System.

12 days of sick leave are front-loaded at the beginning of each contract year (prorated for part-time or partial year assignments) and additional paid days (based on assignment hours and employee seniority level) are also provided.