EMPLOYEE BENEFITS FOR CONTRACTED EMPLOYEES 2018-2019

Principals, Assistant Principals and Teachers

PRINCIPALS, ASSISTANT PRINCIPALS AND TEACHERS contracted for a minimum of .71 FTE or 25 hours per week during the school year receive:

- Medical and Dental - offered for employees and children only; school pays entire cost of employee premium
- Life Insurance – $10,000 term life policy
- Long-term disability insurance
- Sick Leave – 10 days per year based on hours worked
- One Personal Day
- Leaves of Absence: FMLA, bereavement, jury duty, personal
- Statutory benefits: Social Security and Workers’ Compensation
- Gonzaga University Tuition Reduction

Retirement Plans:

- Employee-paid voluntary tax sheltered annuity plan (403b) – may enroll at hire date
- Employer-paid retirement (401a) (after 1 year of employment) – school contributes 6% of your salary

TEACHERS contracted for less than .71 FTE (25 hours per week) during the school year receive:

- Sick Leave – 10 days per year based on hours worked
- One Personal Day
- Leaves of Absence: FMLA, bereavement, jury duty, personal
- Statutory Benefits: Social Security and Workers’ Compensation

Retirement Plans:

- Employee-paid voluntary tax sheltered annuity plan (403b) – may enroll at hire date
- Employer-paid retirement (401a) (after 1 year of employment and at least 1,000 hours) – school contributes 6% of your salary

SUBSTITUTE TEACHERS PREVIOUSLY EMPLOYED IN A BENEFITS-ELIGIBLE POSITION, AND BENEFITS-ELIGIBLE TEACHERS WHO ARE REHIRED continue to receive the 6% school contribution to Employer-paid retirement plan from date of rehire.
EMPLOYEE BENEFITS FOR NON–CONTRACTED EMPLOYEES 2018-2019 BY SCHEDULED HOURS
Parish/School Staff and Administrators

<table>
<thead>
<tr>
<th>EMPLOYEES scheduled to work 25+ hours per week receive:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Medical and Dental offered for employees and children only (12 month employees, OR if &lt;12 months, average 30 hour per week or 1,300 per year) - school/parish pays entire cost of employee’s monthly premium</td>
</tr>
<tr>
<td>• Life Insurance - $10,000 term life</td>
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<tr>
<td>• Long-term disability insurance</td>
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<tr>
<td>• Vacation (for employees working 12 months)</td>
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<tr>
<td>• Sick Leave</td>
</tr>
<tr>
<td>• 12 Holidays (for full-time employees working 12 months)</td>
</tr>
<tr>
<td>• One Personal Day</td>
</tr>
<tr>
<td>• Leaves of Absence: FMLA, bereavement, jury duty, personal</td>
</tr>
<tr>
<td>• Statutory benefits: Social Security and Workers’ Compensation</td>
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<tr>
<td>• Gonzaga University Tuition Reduction Plan (for employees working full-time)</td>
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</tbody>
</table>

Retirement Plans:

- *Employee-paid* voluntary tax sheltered annuity plan (403b)- may enroll at hire date
- *Employer-paid* retirement (401a) (after 1 year of employment) – school/parish contributes 6% of your annual salary

<table>
<thead>
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<th>EMPLOYEES scheduled to work 20-24 hours per week receive:</th>
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<tbody>
<tr>
<td>• Vacation (for employees working 12 months)</td>
</tr>
<tr>
<td>• Sick Leave – 1 day per month based on scheduled hours</td>
</tr>
<tr>
<td>• One Personal Day</td>
</tr>
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Retirement Plans:

- *Employee-paid* voluntary tax sheltered annuity plan (403b) – may enroll at hire date
- *Employer-paid* retirement (401a) (after 1 year of employment) – school/parish contributes 6% of your annual salary
**EMPLOYEES** scheduled to work **20-24 hours per week** receive:

- Vacation *(for employees working 12 months)*
- Sick Leave -1 day per month based on scheduled hours
- Personal Day
- Leaves of Absence: FMLA, bereavement, jury duty, personal
- Statutory Benefits: Social Security and Workers’ Compensation

**Retirement Plans:**

- *Employee-paid* voluntary tax sheltered annuity plan (403b)

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**EMPLOYEES** scheduled to work **< 20 hours per week** receive:

- Sick Leave – 1 day per month based on scheduled hours
- One Personal Day
- Leaves of Absence: FMLA, bereavement, jury duty, personal
- Statutory Benefits: Social Security and Workers’ Compensation

**Retirement Plan:**

- *Employee-paid* voluntary tax sheltered annuity plan (403b) – may enroll at hire date

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**PROFESSIONAL SERVICES EMPLOYEES (Liturical Ministers)** receive benefits based on their scheduled hours; because of their premium hourly rate, they do not receive paid sick leave.