



Northwest Evaluation Association

*Partnering to help all kids learn*

## Benefits Overview

### **Flex-Pay**

Eligible employees receive up to an additional \$400 per month (reported and taxed as salary) which they may use to cover programs or items not currently offered by NWEA.

—Eligibility begins on the first day of employment. Payments are prorated based on hours worked.

### **Group Retirement Plan**

NWEA contributes 15% of eligible employee's base salary to a defined-contribution 403(b) retirement plan.

—Eligibility begins the 1<sup>st</sup> day of the month following a 30-day waiting period. Funds contributed are subject to a 3 year incremental vesting period.

### **Supplemental Retirement Account**

Eligible employees may also contribute up to the federal maximum per year to one of two 403(b) retirement plan.

—Eligibility begins with the first paycheck.

### **Health Plans**

Employee medical insurance is provided through a Regence BlueCross BlueShield Inova preferred-provider plan and paid at 100% for eligible employees. Dental, vision and prescription insurance are also provided and paid at 100% for employees.

—Eligibility begins the 1<sup>st</sup> day of month following a 30-day waiting period; dependent coverage is paid by employee.

### **Section 125 Flexible Spending Accounts**

Eligible employees may set aside money on a pre-tax basis to pay for un-reimbursed medical expenses, independent insurance premiums and/or dependent and elder care.

—Eligibility begins the 1<sup>st</sup> day of month following a 30-day waiting period.

### **Employee Assistance Program**

A confidential no-cost counseling and referral service including legal and financial services is available to employees and their families.

—Eligibility begins the on the first day of employment.

### **Long-term Disability Insurance**

NWEA pays premiums for long-term disability insurance with a benefit equal to 60% of base salary (subject to policy maximum) after 90 days of disability or partial disability.

—Eligibility begins the 1<sup>st</sup> day of month following a 30-day waiting period.

### **Life Insurance and AD&D Insurance**

Employees receive policies equal to 1 times annual salary (\$50,000 minimum) for Life and AD&D insurance. These premiums are 100% employer-paid.

—Eligibility begins the 1<sup>st</sup> day of the month following a 30-day waiting period.

### **Voluntary Life Insurance – Supplemental**

Employees have the option to purchase voluntary life insurance through Principal.

### **Paid Time Off**

Regular full-time employees accrue 20 hours paid time off per month and receive 8 paid holidays.

### **Tuition Reimbursement Policy**

Following one full year of employment, NWEA will reimburse up to a maximum of \$1,500 per year for full-time employees and up to a maximum of \$750 per year for part-time employees for continuing education through an accredited program that offers growth in an area related to the employee's position or advancement (promotional) opportunities.