The Board of Directors of Seattle Public Schools shall provide non-represented staff, which includes administrators, professional/technical, other support staff and office/clerical employees compensated on the Non-represented Staff Salary Schedule(s) with the salary and fringe benefits as set forth in this Compensation Bulletin For Non-Represented Staff (hereinafter, “Compensation Bulletin”). Non-represented staff for purposes of this bulletin does not refer to non-represented hourly employees or to staff paid a stipend (example: athletic coaches).

COMPENSATION

The Board acknowledges the necessity to comply with applicable laws concerning compensation.

A. The salary schedules for non-represented staff positions covered by the Compensation Bulletin are available on the District’s web site: MySPS/Departments/Human Resources/Classification & Compensation/Salary Schedules.

B. The salary schedules may be modified with Board approval. Experience credit (step adjustments) shall be granted as appropriate to the circumstances.

C. The list of position titles appropriate to this policy, which are paid according to the Non-represented Staff Salary Schedule, shall be maintained by the Classification and Compensation Department within the Human Resources Department.

D. The District’s contribution for staff who participate in the district’s group medical benefits program will remain in effect until December 31, 2019. Effective January 1, 2020, benefits and plan coverage will be governed by the School Employees Benefits Board (see https://www.hca.wa.gov/employee-retiree-benefits/school-employees/medical-plans-and-benefits for more information).

E. The District assumes 100% of the Retiree Medical Subsidy (aka “Retiree Carve Out”) through December 31, 2019, after which it will be part of the benefits provided by the state under the School Employees Benefits Board.

EMPLOYEE BENEFITS

A. Group Medical Insurance

Through December 31, 2019, district employees are automatically covered by a group dental plan, vision plan and life/long term disability plan and may participate in a choice of medical plans. All
employees who work more than .5 but less than 1.0 receive prorated health benefits equal to their current FTE. Refer to the Employee Benefits Program booklet for information on eligibility and plan options, or call the Benefits Helpline at (206) 957-7066, or on-line visit the Benefits website, (password “sps”).

Beginning January 1, 2020, all Washington State K-12 school districts, including Seattle Public Schools, will be required to offer benefits through the state’s School Employee Benefits Board (SEBB) program for all staff who are anticipated to work 630 hours during the school year. Eligible employees must make new elections directly through “SEBB My Account.” More information is available at https://www.hca.wa.gov/employee-retiree-benefits/school-employees.

B. Flexible Spending Plan

Through December 31, 2019, the District offers a Flexible Spending Plan, or Section 125 Plan, to any employee who is eligible to participate in the group insurance plans. Premium Conversion, Health Care Reimbursement, Dependent Care Reimbursement, and Premium Expense Account plans are available. Additional information is in the Employee Benefits Program booklet or may be obtained by calling the Benefits Helpline at (206) 957-7066, or on-line visit the Benefits website, (password “sps”).

Effective January 1, 2020, the Flexible Spending Plan will be administered through SEBB. More information is available at https://www.hca.wa.gov/employee-retiree-benefits/school-employees.

C. Sick Leave

Each regular employee will be entitled to up to twelve (12) working days of sick leave for the work year, to be used for illness, injury or illness-emergencies, as follows:

1. **Sick Leave Application:** Sick leave days are to be used for absences caused by personal illness, injury, medical disability (including childbearing), poor health, or an emergency caused by family illness where no reasonable alternative is available to the employee. An employee who meets eligibility requirements may also use sick leave for qualifying family health or parental leave reasons.

2. **Sick Leave Accumulation:** Each employee’s portion of unused sick leave allowance shall accumulate from year-to-year as provided by state law and the rules and regulations of the Superintendent of Public Instruction under that law [see RCW 28A.400.300(1)(b)(iii-v); WAC 392-136-075].

3. **Sick Leave Cash out:** Under specific circumstances, employees may be eligible to receive a cash out payment of part of their accumulated sick leave days.
   
a. On or before January 15 of each year, employees with a sick leave accumulation may elect to be compensated at the ratio of 1:4 at their per diem rate for sick leave accumulated in excess of sixty (60) days, which were earned but unused during the previous calendar year. (See WAC 392-136-015.)

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*Updated 9/1/2019*
b. Employees who leave the District (terminate employment) and then subsequently return to employment with the District at a later date, or when transferring from another Washington State public school district or educational service district, may upon written request to Human Resources have their previously unused sick leave balance reinstated [See RCW 28A.400.300(2)]; unless there was a cash out that went to a VEBA Plan.

c. Employees who retire or separate from service and meet state sick leave cash out eligibility shall be entitled, upon written request to Human Resources, to compensation for all unused Sick Leave up to the one hundred eighty (180) days maximum at the ratio of 1:4, at their per diem rate. If any employee group has elected for such sick leave cash out to go to a medical expense plan, then the value of the sick leave cash out at a ratio of 1:4, not to exceed 180 days, will go to the VEBA Plan versus being paid out as cash. Individual choice is not permissible and all those defined as eligible must participate per IRS rules. (See WAC 392-136-020 and www.veba.org for more information.)

A VEBA hold harmless agreement must be submitted by the employee or the “excess” sick leave days earned during the year, typically 12 days, will be subtracted from the employee’s sick leave balance that is available for cash out. The District will then cash out the employee’s remaining sick leave days and provided payment as taxable wages.

d. In the event of the death of an employee, the estate representative may apply for payment of accumulated sick leave for the deceased employee by contacting Payroll Services. If the employee group has elected for such sick leave cash out to go to a medical expense plan, the plan coverage transfers to the spouse, dependents, and non-dependent beneficiaries.

D. Annual Vacation Leave

All regular employees will be granted annual vacation leave according to their scheduled work year as set forth on Attachment A.

1. Annual Vacation Leave Accumulation: Employees who work a full year may accumulate annual vacation leave days from year-to-year as described below. Employees who work less than a twelve (12) month year do not accrue annual leave days.

2. Effective 09/01/97, no employee may carry over more than two hundred forty (240) hours of vacation leave from one school year to the next. Employees must reduce their leave balance to no more than two hundred forty (240) hours by the end of August of each year, or forfeit hours in excess of two hundred forty (240).

3. Separation Leave Cash Out: At time of separation from the district (i.e., resignation, termination, death, layoff, etc.) the employee may elect to have their balance of vacation leave cashed out in full. As noted in (2) above, the annual carryover limit of 240 hours does not change, it is ONLY upon separation that an employee may cash out their balance of vacation leave, which could exceed 240 hours. For example, an employee carries over the maximum 240 hours to end the school year. The employee accrues 10 hours for the month of September, and then separates. The amount of leave that could be cashed out would be 250 hours, the total amount of their vacation leave balance as of the date of separation.

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Updated 9/1/2019
4. **Annual Leave Cash Out**: Each Non-represented Staff employee who has taken at least ten (10) days of annual vacation leave is entitled to cash out up to seven (7) days of annual vacation leave of his/her remaining leave balance at the end of the same fiscal year. Forms will need to be turned in by September 10; and payout is expected by October 1.

5. **Change in Work Year**: Employees who change from a full work year to a work year that is less than 12 months will be entitled to cash out all of the previously accrued annual vacation leave days, not to exceed a maximum of thirty (30) days.

E. **Personal Leave**

Eligible employees will be provided up to two (2) days of personal leave per year with pay to deal with personal business of an emergency nature. The number of days granted will be dependent upon the individual employee’s assigned work year (see Work Year, page 5). Such days shall not accumulate from year-to-year; there is no carry-over provision for personal leave. Personal leave days not used are forfeited. Application for and use of these days shall be as follows:

Personal Leave days shall be used for hardships or other pressing needs and will be granted in situations which require absence during working hours for purposes of transacting or attending to personal or legal business or to family matters.

F. **Holidays**

Non-represented staff are entitled to paid holidays, according to their work year, as listed below:

<table>
<thead>
<tr>
<th>Full-Year Employees (12)</th>
<th>223 &amp; 204 Day Employees (10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independence Day (7/3)</td>
<td>Veterans Day</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Thanksgiving Day</td>
</tr>
<tr>
<td>Veterans Day</td>
<td>Day after Thanksgiving</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Christmas Eve Day (12/24)</td>
</tr>
<tr>
<td>Day after Thanksgiving</td>
<td>Christmas Day</td>
</tr>
<tr>
<td>Christmas Eve Day (12/24)</td>
<td>New Year’s Eve Day (12/31)</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>New Year’s Day</td>
</tr>
<tr>
<td>New Year’s Eve Day (12/31)</td>
<td>Martin Luther King Day</td>
</tr>
<tr>
<td>New Year’s Day</td>
<td>Presidents Day</td>
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<tr>
<td>Martin Luther King Day</td>
<td>Memorial Day</td>
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<tr>
<td>Presidents Day</td>
<td></td>
</tr>
<tr>
<td>Memorial Day</td>
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</tbody>
</table>

The 2019-20 work year consists of 261 days. To accommodate the additional day, the Monday after Independence Day, July 6th, is designated as a non-work day.
G. **Worker’s Compensation**

Non-represented employees are eligible for workers’ compensation time loss benefits as provided by law. Employees may supplement their time loss benefits with previously accrued sick leave and/or annual leave. However, the total of time loss benefits and sick leave and/or annual leave may not exceed the employees’ normal net pay. Net pay equals gross pay less statutory deductions.

H. **Bereavement Leave**

Up to three (3) consecutive days of bereavement leave following the death of a member of the immediate family will be provided. Two (2) additional days for up to a total of five (5) may be granted upon application to and approval by the immediate supervisor. Such leave shall be without loss of pay and must be applied for and used consistent with established District policies and procedures.

I. **Professional Leave**

Professional leave will be provided as an approved absence without loss of pay from an employee’s regularly assigned duties so that the employee may participate in activities directly related to the profession or professional growth, such as workshops, seminars and conferences. Such leaves will be available on a limited basis to management staff consistent with District guidelines and procedures.

J. **Inclement Weather Leave**

Paid leave up to a limit of two (2) days per year may be requested for days which are normally worked but which fall on days that the work site is not open due to inclement weather.

K. **Other**

Other employee benefits related to leaves of absence and compensatory time will be provided by Board policy, administrative regulations or District personnel procedures.

**WORK YEAR**

A. The work year for non-represented staff will consist of the number of work days appropriate to the position. The following table indicates the work year schedules for employees who are on Schedules MS5, MS6 and MS7 and their entitlement to holidays, annual leave, sick leave and personal leave benefits.
WORK DAYS   PAID HOLIDAYS   ANNUAL LEAVE   SICK LEAVE   PERSONAL LEAVE

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Year</td>
<td>12</td>
<td>15-28(^1)</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>204</td>
<td>10</td>
<td>10(^2)</td>
<td>10</td>
<td>2*</td>
</tr>
<tr>
<td>223</td>
<td>10</td>
<td>10(^2)</td>
<td>11</td>
<td>2*</td>
</tr>
</tbody>
</table>

*Employees working a 204-day schedule receive 10 sick leave and two personal leave days; personal leave can be converted to sick leave. Employees working a 223-day schedule receive 11 sick leave and two personal leave days, with the option of converting one personal leave day to sick leave.

B. Work year schedules for all non-represented employees on a 223 or 204 work day schedule will be assigned at the discretion of the District, and any deviation from that schedule must receive prior written permission from the appropriate executive level administrator.

C. Non-represented administrators may be on a full-year (typically, 260 days), 223, or 204 work day schedule as determined by the appropriate Division Head. Non-represented administrators may request that their status be changed to a 223 or 204-day work year, or such change may be initiated by the District consistent with applicable legal requirements. Any such changes that result in a decrease in the actual number of work days will require the appropriate adjustments to salary and paid leave provisions to reflect the change in days worked.

D. When the work year exceeds 260 days, the District reserves the discretion to designate the extra day(s) as a non-work day(s) within the work year, for full year employees.

EFFECTIVE DATE

The terms and conditions of this Compensation Bulletin shall be applicable when approved and continue, until superseded, replaced, or modified.

Attachments:

- Non-Represented Salary Schedule (MS5) – Full-Year (260-Day) Employees
- Non-Represented Salary Schedule (MS6) – 223-Day Employees
- Non-Represented Salary Schedule (MS7) – 204-Day Employees

\(^1\) According to the job group/class and years of service.
\(^2\) Non-accumulative taken during scheduled spring and winter breaks each year.
ANNUAL LEAVE SCHEDULE FOR FULL-YEAR ADMINISTRATORS, PROFESSIONAL/TECHNICAL AND SUPERVISORY/NON-MANAGERIAL STAFF ON NON-REPRESENTED SALARY SCHEDULES

<table>
<thead>
<tr>
<th>PROFESSIONAL/TECHNICAL AND SUPERVISORY/NON-MANAGERIAL</th>
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</thead>
<tbody>
<tr>
<td>Salary Class</td>
</tr>
<tr>
<td>PRT/SNM</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>CENTRAL OFFICE ADMINISTRATOR 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Class</td>
</tr>
<tr>
<td>COA1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CENTRAL OFFICE ADMINISTRATOR 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Class</td>
</tr>
<tr>
<td>COA2</td>
</tr>
</tbody>
</table>

**Professional/Technical and Supervisory/Non-Managerial (PRT/SNM):** this category encompasses entry, intermediate, senior professional and some advanced professional titles considered individual contributors where the scope of the job ranges from tactical in nature and narrow in focus to strategic in nature with increasing levels of complexity, autonomy and initiative. Some positions in this category may act as leads for a work group.

**Central Office Administrator 1 (COA1):** this category encompasses supervisory and management levels that range from positions performing work similar to those being supervised to formal oversight of a department or operational group. Performs first-level formal management over staff where the work requires a comprehensive knowledge and understanding of the department and functional areas. Assigns work, evaluates employee performance, and may have budget responsibility. This category also encompasses strategic program management where the role may be cross-functional in nature with responsibility for complex and demanding assignments.

**Central Office Administrator 2 (COA2):** this category encompasses manager/director levels where positions have oversight of a few departments or operational areas and include district senior leadership. Positions in this category will typically have comprehensive knowledge and understanding of an assigned functional area and related departments, or responsibility for multiple departments and functional areas. Responsible for budget and strategic planning with ultimate decision-making authority over hiring and termination decisions. This category also encompasses strategic advisors with the highest level of skill in their profession.

**Note:** The Annual Leave Schedule above reflects revisions to the Management Salary Schedules and re-numbered grades effective September 1, 2016.

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*Updated 9/1/2019*