



GROW YOUR CAREER IN EDUCATION

ESD 112

OUR MISSION

ESD 112 EQUALIZES EDUCATIONAL OPPORTUNITIES FOR LEARNING COMMUNITIES THROUGH INNOVATIVE PARTNERSHIPS, RESPONSIVE LEADERSHIP, AND EXCEPTIONAL PROGRAMS.

A Message from the Superintendent

At ESD 112, we value the many contributions our staff makes to the agency, the schools, and the communities we serve. Every service we offer fills a unique need in the community, a school, or an individual child's life. This means that teamwork, collaboration, customer service, and community support are an integral part of our mission. It also means that by joining the ESD team, you become a crucial player in the community.



Our employees are our greatest asset, and thus we strive to maintain a work environment conducive to their needs and desires. To that end, our comprehensive, flexible benefits package focuses on you and your family's health and welfare, and your work/life balance.

We provide a professional yet family-friendly work environment. In addition to our standard package of benefits—retirement, medical, dental, and vision insurance at affordable premiums—we also offer a discount on child care at our centers, tuition reimbursement, credit union membership, an employee assistance program, and much more!

We are proud of the benefits we offer and believe you will understand our strong commitment to providing a work environment that values our employees and creates opportunities for growth, contribution, and reward.

Sincerely,

Jim G. Merlino

Tim Merlino, Superintendent



Health Benefits



Insurance & Disability Coverage

Educational Service District 112 contributes toward health benefits costs for eligible employees and their dependents. Health benefits are available to employees regularly scheduled to work at least half-time (20 hours per week). ESD 112 participates in the PEBB benefit program through Washington's Health Care Authority (HCA). Our benefit package includes a choice of medical plans, vision coverage, an employer paid dental plan and employer paid term life insurance (\$35,000 policy), accidental death & dismemberment (AD&D) insurance, and long term disability coverage. You can see the full scope of benefits offered through PEBB by visiting hca.wa.gov/employee-retiree-benefits/public-employees.

Section 125 Plans

ESD 112 also offers a Section 125 Flexible Spending Account plan. This program allows you to direct a part of your pay, on a pre-tax basis, into a special account that can be used to reimburse yourself for dependent day care expenses and/or unreimbursed medical expenses.

Wellness Incentive Program

Employees enrolled in Health benefits through PEBB will also be able to participate in SmartHealth, a voluntary wellness program that supports whole person well-being. Participants can earn wellness incentives like a \$25 Amazon gift card and \$125 to be used toward the following year's medical deductible or Health Savings Account.

Retirement Benefits



Eligible employees participate in the **Washington State Retirement System**.

Individuals have a choice to participate in **Plan 2** or **Plan 3**.

Detailed information will be provided to you upon hire. For more information visit drs.wa.gov

Employees may also choose to enroll in a supplemental retirement plan: a Deferred Compensation Plan (DCP) offered through the Department of Retirement or a 403(b) plan administered by OMNI. Visit omni403b.com/plandetail/7310 for more information.

Paid Time Off

Sick Leave

Full-time employees receive 12 days of sick leave per year (prorated for part-time employees). Sick leave may be used to care for immediate family members in addition to one's self. Employees may also use two days of sick leave per year as personal leave. If you previously worked at another educational agency in Washington, you may be able to bring your sick leave balance to ESD 112.



Vacation

Most classified year-round employees with an FTE of .50 or higher are eligible to earn vacation leave based on the number of hours and months worked. Depending on your position you will earn 12 or 15 days per year for your first five years of employment. Vacation accrual increases after five years of service and continues to increase to a maximum of 25 days per year.

Holidays

ESD 112 recognizes 12 holidays during the fiscal year. Eligible classified employees are paid for the holiday if it falls on a regularly scheduled work day.

Bereavement Leave

You may be granted up to three days bereavement leave for the loss of an immediate family member as designated by Board Policy.

Recognition

Years of Service

Awards are presented annually to employees with five, 10, 15, 20, 25, 30 and 35 years of service.



Spirit of ESD Award

This annual award is presented to groups or individuals for their "Can Do" attitude in exemplifying the Mission of ESD 112. Employees are nominated by fellow staff members.

Board of Directors Recognition

Employees are recognized by the ESD 112 Board of Directors and presented Certificates of Appreciation at monthly board meetings for exemplary work and service.

GOesd112.org

A website devoted to ESD 112 news, info, and fun staff stuff. Stay connected and up-to-date with upcoming events, coworker spotlights, educational resources and more.

Discounts & More

Discount Programs

Many of our benefit providers (health care plans, employee assistance plan, life insurance) offer several discount plan programs for everything from meal plans and gym memberships to discounted sporting events and ski lift tickets. Employees eligible for health benefits through PEBB may also qualify for home and auto insurance discounts through Liberty Mutual. Details of these discounts can be found on the plan websites.



Loan Forgiveness

ESD 112 employees may be eligible for student loan forgiveness. A representative from the Horace Mann Educators Corporation will work with you to determine and track your eligibility.

Career Growth & Training



ESD 112 Course Offerings

Professional and personal development opportunities for teachers, paraprofessionals, administrators, parents and the community are available through ESD 112. Classes are offered on-site, online and through videoconferencing. Training opportunities can also be customized for your school, district or group needs. Most classes can be taken for clock hours and/or credit.

Tuition Reimbursement

ESD 112 provides tuition reimbursement to regularly employed non-certificated employees working .50 FTE or above. Tuition reimbursement is limited to \$400 each fiscal year for eligible employees, dependent on available funding. Courses must be job related and applicable toward a declared major in an undergraduate degree program.

Resources



Employee Assistance Program

ESD 112 provides a free referral service for confidential professional assistance to you and your immediate family members who are experiencing personal challenges. Employees can also participate in monthly webinars offered on a wide variety of topics, such as financial planning and coping with change.

ESDiscover

ESDiscover, ESD 112's intranet site, provides employees access to documents, forms, procedures, travel guidelines, school district calendars, news, links to helpful websites and more.

ESD Connects

ESD Connects is comprised of a team of employees from each of the ESD 112 departments that represent non-management employees. ESD Connects enhances agency communication, plans and promotes staff events and facilitates charitable giving.

ESD 112 Equity Committee

Educational Service District 112's mission for equity, inclusion and diversity excellence is to intentionally create and promote educational opportunities, raise awareness and provide strategies and tools to bring to life a vision of inclusiveness, on our campus and throughout our community.

Your Team

Creating opportunities for growth, contribution and advancement.

Connect with us! #Careers112



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For more information visit [esd112.org/hr/benefits](#) or call us at (360) 750-7503.