

Payroll & Benefits Department
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TO: Spokane Public Schools Employees

FROM: Payroll & Benefits Department

SUBJECT: January 2019 Payroll Notification to Employees

STAFF NOTICES

Unique Payments for Classified Staff

The training, materials, and supplies stipend will be paid in this month's payment for Professional/Technical, Technology Services, and Miscellaneous/In-Building groups.

The license/certificate stipend will be paid in this month's payment to qualified SEA represented members based on the job-related license/certificate held.

Employee Benefits

Your new 2019 flexible spending (FSA) deductions will begin on your January paycheck.

The maximum allowable contribution (MAC) limits for 403(b) and 457 plans have increased for the 2019 calendar year. The new elective deferral limit is \$19,000. Employees age 50 and over can contribute up to \$25,000 this year. You can find additional information on our Payroll & Benefits webpage under [Retirement Information](#).

New Year Information

Washington State minimum wage increased January 1, 2019 to \$12.00 per hour.

The 2018 W-2 forms were sent to all District sites for distribution to employees last week. W-2s for substitute employees were mailed to the employees' home address on file. If you have not received your form or if you have a question, please contact a member of the Payroll Team at 354-7333 or via email at SPSPayroll@SpokaneSchools.org.

Starting January 2019, Washington state employers begin collecting premiums for a new statewide Paid Family and Medical Leave program. The total premium for 2019 is 0.4% of an employee's gross wages and the employee and employer both contribute towards the premium. Eligible employees can apply to receive paid family and medical leave benefits starting in 2020. More information regarding this state program is available on our Payroll & Benefits webpage under News & Info and on the Employment Security Department website at <https://www.paidleave.wa.gov/>.

NOTE: Employees covered under a CBA that was in existence on or before Oct. 19, 2017 are not subject to the rights or responsibilities of paid family and medical leave until the agreement is reopened, renegotiated, or expires. You will not pay premiums or be eligible for leave until the CBA is reopened, renegotiated, or expires.

Reminder: Please review the assignment/job title listed on your pay stub for accuracy. This information is located on the top left under “Wages” in the pay detail information. If your assignment is not listed correctly, please contact Human Resources at 354-7265.

Department of Retirement Systems Service Credit

Certificated and classified staff, working less than half-time, and substitutes may be eligible to purchase retirement service credit for time worked. For additional information, contact the Department of Retirement Systems (DRS) at 1-800-547-6657.