

**Payroll & Benefits Department**  
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TO: Spokane Public Schools Employees

FROM: Payroll & Benefits Department

SUBJECT: September 2019 Payroll Notification to Employees

### **UNIQUE PAYMENTS IN SEPTEMBER**

#### **Certificated Staff Supplemental Payments**

Annual degree stipends are included in this month's payment for returning staff with degrees earned prior to October 2018. Staff new to the District, or those with degrees earned since October 2018, will receive the annual stipend payment in October.

Pay for staff that attended onboarding during the summer is included on this month's payment.

#### **Classified Staff Supplemental Payments**

Annual degree stipends are included in this month's payment.

### **OTHER NOTICES**

#### **Leave Balances**

Employee's leave balances have been updated to include the 2019-20 frontload amounts.

PERT, TRI, and non-compulsory hours have been loaded for eligible employees for the 2019-20 year.

#### **Retirement Rate Changes Effective September 1, 2019**

	Employee Rate		District Contribution	
	Current Rate	New Rate	Current Rate	New Rate
SERS Plan 2	7.27%	8.25%	13.58%	13.19%
SERS Plan 3	5% to 15%	No Change	13.58%	13.19%
TRS Plan 1	6.00%	No Change	15.41%	15.51%
TRS Plan 2	7.06%	7.77%	15.41%	15.51%
TRS Plan 3	5% to 15%	No Change	15.41%	15.51%

#### **Employee Benefits**

Effective September 1, 2019, the state benefit allocation increased from \$843.97 to \$973.00 per month.

**Open enrollment will be October 1 – November 15, 2019:** The SEBB Program will be mailing an Open Enrollment Guide to all benefit eligible staff in late-September. This guide includes information needed for this year's open enrollment. The guide is available online at the Health Care Authority website here: <https://www.hca.wa.gov/assets/pebb/school-employee-initial-enrollment-guide-20-0049-2020.pdf>.

**SPS Hosted Benefits Fair** will be Thursday, October 10<sup>th</sup> from noon to 7pm at the Spokane Interstate Fairgrounds at 404 N Havana Street

**SEBB Program Hosted Benefits Fair** will be Tuesday, October 1<sup>st</sup> from 4pm to 8pm at the ESD#101 at 4202 S Regal Street

Reminder: Employees participating in the Flexible Spending Account (FSA), administered through Rehn & Associates, for 2019 should use up their funds by December 31, 2019. These funds will not carryover to the 2020 FSA administered through the SEBB Program. Contact Benefits staff at [SPSBenefits@SpokaneSchools.org](mailto:SPSBenefits@SpokaneSchools.org) with any questions.

**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.