

Employee Benefits



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Health Care Benefits

Benefit eligible employees are provided health care benefits through plans provided by the Public Employee Benefits Board (PEBB).

Medical/Vision Benefits

There is an option of medical care plans to choose from: managed care plans, in-network managed-care plans, or a preferred provider organization plan.

Dental Benefits

There is an option of dental plans to choose from that include a managed care dental plan or a preferred provider dental plan.

ESD 105 has great benefits!

Health Benefits

Eligible employees receive medical, dental and vision insurance. The State allocation for K-12 public education medical benefits is applied to each eligible staff members' premium. The allocation helps to keep the employee's contribution towards insurance premiums low.

Retirement Plans

The State of Washington provides a secure, quality retirement plan. Employees eligible to belong to the K-12 retirement system are required to pay into the system.

Paid Vacation

Regular staff who work twelve months during the year are eligible for paid vacation time.

Paid Holidays

Regular staff who work twelve months during the year are eligible for paid holidays.

Paid Sick Leave

Regular staff earn paid sick leave.

Employee Assistance Program

An Employee Assistance Program is available to all regular staff.

Section 125 Flexible Spending

A Section 125 plan has been implemented to assist employees in possibly saving some funds by having their medical premium deducted on a pre-tax basis. In addition, the employee has the option to have pre-tax deductions made for Dependent Care and Medical Reimbursements.

Deferred Compensation

A deferred compensation program is available to staff who would like to participate.

VEBA Plan

A VEBA plan is available for eligible employees, as defined by the plan, at termination or separation from employment.

403B Plan

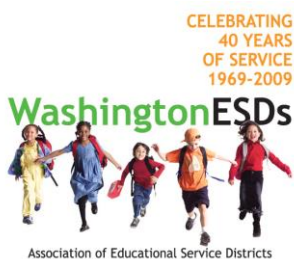
ESD 105 sponsors a tax sheltered annuity plan, administered by a third party, and available to all employees as a supplemental retirement plan.

Flexible Work Schedule

ESD 105 offers a short term flexible work schedule for its employees to help minimize overtime, meet district service demands, or to meet the need to make arrangements for child care.

Alternate Work Schedule

ESD 105 offers a long term alternate work schedule for staff whose work day does not fall within the standard 7:30 a.m. to 4:30 p.m. schedule due to district service demands.



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