

3422f – INTERVENTIONIST BENEFITS

The Wauwatosa School Board has established this policy regarding interventionist benefits.

Authorized Leave of Absence

After five (5) years of full-time service, a full-time interventionist is eligible to take one (1) year unpaid leave of absence subject to discretion of the Board and recommendation of the Superintendent. The request will be due by February 1st in the school year prior to school year of requested leave. The interventionist on leave must request reinstatement by February 1st of school year prior to the school year of such reimbursement. The leave is limited to one (1) year in duration except as approved by the Board for one (1) additional year. The Board has the right to make exceptions. An interventionist returning from a leave of absence shall retain fringe benefits, accrued sick leave, and salary in effect prior to the leave, except that no length of service credit shall be earned while on leave, and the District shall not contribute toward an interventionist's insurance premiums or other fringe benefits during the leave.

Childrearing Leave of Absence

In addition to any available leave under Federal or State FMLA laws, all full-time interventionists who have been employed for a minimum of one (1) year immediately prior to the request, may request an unpaid leave immediately following birth or placement of a child for adoption or foster care. Requests must be made in writing to the Director of Human Resources at least three (3) months prior to beginning of leave and must identify length of leave requested. No such leave will be granted more frequently than once every three (3) years or exceed one (1) calendar year. During non-FMLA unpaid childrearing leave, the District shall not contribute toward an interventionist's insurance premiums or other fringe benefits. No extension will be granted unless there are highly unusual circumstances based on recommendation of Superintendent and discretion of Board. If granted, this leave shall run concurrent with FMLA leave under state and federal law.

Days Worked

All interventionists are required to work a minimum of one-hundred and ninety-one (191) days.

Dental Insurance

The Board will pay an amount equal to the full single premium per month for dental insurance. Regular part-time interventionists may participate in the District's dental plan, with premiums paid by the board on a pro-rata basis up to the amount of the full single premium.

The dental plan design and benefits may be modified at any time at the discretion of the Board.

Vision Insurance

The education assistant has the option to purchase vision insurance through payroll deduction in accordance with the terms of the district's Group Vision Insurance Plan.

Post Employment Benefits

There are no post-employment benefits for interventionists.

Limited Purpose Flexible Spending Account

The interventionist has the option to establish a limited purpose flexible spending account and to have dollars deducted from his/her paycheck on a pre-tax basis to pay for qualified dependent care expenses, in accordance with the terms of the District's limited purpose flexible spending plan.

Health Savings Account

The interventionist has the option to establish a health savings account and to have dollars deducted from paycheck on a pre-tax basis to pay for qualified medical expenses, in accordance with the terms of the District's health savings account.

Funeral Leave

Up to five (5) days' leave will be granted for the funeral of father, mother, brother, sister, wife, husband, child, son-in-law or daughter-in-law of the interventionist or spouse/domestic partner. In addition, one (1) day/year will be allowed for other relatives not listed above. Days taken as funeral leave are charged to sick leave.

Group Life Insurance

Group life insurance is provided to full-time interventionists in multiples of \$1,000 to a maximum to the next even \$1,000 above the prior calendar year's earnings at no cost and without a medical examination. In the case of new interventionists without prior year's earnings with the Wauwatosa School District, the maximum shall be the next even \$1,000 above the current year contract.

Interventionists may purchase additional insurance, up to the plan maximum, at no additional expense to the Board.

Health Insurance

Eligible interventionists choosing health insurance coverage may select between two plans:

- **Base Plan:** The Board shall pay an amount equal to the full single premium per month towards the cost of health insurance for regular, full-time interventionists. The Board shall pay a pro-rated amount of the single premium per month for health insurance for regular part-time interventionists.
- **ACA Plan:** An eligible interventionist may select either single or family plan coverage, and the Board's contribution toward such coverage shall be equivalent to the cost of the single premium minus \$94.00/month. The ACA plan's initial effective date will be October 1, 2016.

The health care plan design and benefits may be modified at any time at the discretion of the Board.

Holiday Pay

A total of three (3) days are paid holidays and included as days worked on the Payroll Calendar: Memorial Day, Labor Day and Thanksgiving Day.

In order to be eligible for holiday pay, an employee must work the employee's regularly scheduled workdays immediately preceding and following the holiday, unless the employee is on an excused absence with pay. Employees on unpaid leave of absence shall not be eligible for holiday pay if the holiday falls during the absence period.

Short-Term Disability Insurance

The educational assistant has the option to purchase short-term disability income insurance through payroll deduction in accordance with the terms of the District's group short-term disability insurance plan.

Long-Term Disability Insurance

The Board will pay the cost of long-term disability income insurance for full-time interventionists with maximum monthly benefit of ninety percent (90%) of monthly salary up to the plan maximum.

Personal Leave

Up to one day of personal leave per school year with pay shall be granted for personal business that cannot be conducted on other than a work day. A day is equal to the number of hours an interventionist is regularly scheduled to work per day. Such leave shall not be granted on the day immediately preceding or following a vacation recess, any day in the month of June, any day that has been designated a "Heavy Sub. Day" by the Department of Human Resources & Communications, or when ten percent (10%) or more of the District's teaching staff may be absent, unless granted by the Superintendent at his/her discretion.

At the discretion of the Superintendent of Schools, additional personal days may be allowed.

Retirement Fund

The Board will pay the required employer contribution to the Wisconsin Retirement System (WRS). The interventionist will pay an amount equal to one-half of all actuarially required contributions to WRS.

Sick Leave

Interventionists shall earn sick leave benefits at the rate of one (1) day per month, not to exceed ten (10) days in a year and not to exceed one hundred (100) days at any time. A day is equal to the number of hours an interventionist is scheduled to work per day. An interventionist moving to a position with more or fewer hours per day shall have the sick leave accumulation adjusted to reflect the new number of days.

Interventionists may utilize sick leave in increments of one (1) hour for personal illness or medical appointments. Up to one-half (1/2) of accumulated days or fifteen (15) days, whichever is less, may be used in case of illness of the Interventionist's spouse, child or parent.

To the extent permitted by applicable law, use of sick days for leave which qualifies under state or federal FMLA provision shall run concurrently with such FMLA leave.

Mileage

Authorized travel pay for interventionists shall be computed on a mileage basis and based on the IRS mileage rate.

Full-time

For the purpose of this policy, a full-time interventionist is one who is scheduled to work a full-time interventionist schedule, and has a work expectation of forty (40) hours per week.

Benefits

For the purposes of Wauwatosa's benefit policies, a "domestic partner" is defined as an individual who has signed and filed a declaration of domestic partnership in the office of the register of deeds in the county in which he or she resides.

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