

### Employee Alignment Level

SWLC RATING LEVEL

		I	II	III	IV	V
LEVEL 3	Medical	50% of Option 1 Employee Only	50% of Option 1 Employee Only	50% of any available plan Employee Only	75% of any available plan Employee Only	100% of any available plan Employee Only
	Dental	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only
	Vision	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only
LEVEL 4	Medical	50% of Option 1 Employee Only	50% of Option 1 Employee Only	75% of Option 1 Employee Only	100% of any available plan Employee Only	100% of any available plan Employee Only
	Dental	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only
	Vision	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only	100% Employee Only
LEVEL 5	Medical	50% of Option 1 Employee Only	50% of Option 1 Employee Only	100% of any available plan Employee Only	100% of any available plan Employee +1 Dependant	100% of any available plan Employee +all Dependants
	Dental	100% Employee Only	100% Employee Only	100% Employee +1 Dependant	100% Employee +1 Dependant	100% Employee +all Dependants
	Vision	100% Employee Only	100% Employee Only	100% Employee +1 Dependant	100% Employee +1 Dependant	100% Employee +all Dependants

HEALTH INSURANCE BENEFITS

### Employee Alignment Level

SWLC RATING LEVEL

		I	II	III	IV	V
LEVEL 3	PTO	Federal Mandate	1 week PTO	1 week PTO	1 week PTO	1 week PTO
	1 YEAR	40 hours Sick Leave	3 Paid Holidays	4 Paid Holidays	5 Paid Holidays	6 Paid Holidays
	2 YEARS	40 hours Sick Leave	4 Paid Holidays	5 Paid Holidays	6 Paid Holidays	7 Paid Holidays
LEVEL 4	PTO	Federal Mandate	1 week PTO	1 week PTO	1 week PTO	1 week PTO
	1 YEAR	40 hours Sick Leave	4 Paid Holidays	5 Paid Holidays	6 Paid Holidays	7 Paid Holidays
	2 YEARS	40 hours Sick Leave	5 Paid Holidays	6 Paid Holidays	7 Paid Holidays	8 Paid Holidays
LEVEL 5	PTO	Federal Mandate	1 week PTO	1 week PTO	1 week PTO	1 week PTO
	1 YEAR	40 hours Sick Leave	5 Paid Holidays	6 Paid Holidays	7 Paid Holidays	8 Paid Holidays
	2 YEARS	40 hours Sick Leave	6 Paid Holidays	7 Paid Holidays	8 Paid Holidays	9 Paid Holidays
LEVEL 5	PTO	Federal Mandate	2 weeks PTO	2 weeks PTO	2 weeks PTO	2 weeks PTO
	1 YEAR	40 hours Sick Leave	6 Paid Holidays	7 Paid Holidays	8 Paid Holidays	9 Paid Holidays
	2 YEARS	40 hours Sick Leave	7 Paid Holidays	8 Paid Holidays	9 Paid Holidays	10 Paid Holidays

PTO AND PAID HOLIDAYS

PTO and Holiday Benefit effective March 1, 2020; No Grandfather

PTO and Holiday qualifications remain the same: PTO accrues/available 90 days of hire; Holiday is after TOS completion

Holidays Included are: New Years, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving + Friday after, and Christmas

SWLC closes only 6 of the 10 listed days; staff eligible for more than 6 days may select which of the remaining 4 holidays they would like to take off w/pay by submitting their selection in writing to HR@swlearns.com and is subject to approval according to program needs (alternate holiday may be offered)

Staff w/fewer than 6 Paid Holidays see Holiday Pay schedule based upon employment anniversary

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LEVEL 3	CH.CARE	N/A	Up to 50% Infant Rate	Up to 50% Infant Rate	Up to 50% Infant Rate	Up to 50% Infant Rate
	1st YEAR SVC	N/A	Up to 75% Infant Rate	Up to 75% Infant Rate	Up to 75% Infant Rate	Up to 75% Infant Rate
	2nd YR SVC	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate
LEVEL 4	CH.CARE	N/A	Up to 75% Infant Rate	Up to 75% Infant Rate	Up to 75% Infant Rate	Up to 75% Infant Rate
	1st YEAR SVC	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate
	2nd YR SVC	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate
LEVEL 5	CH.CARE	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate
	1st YEAR SVC	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate
	2nd YR SVC	N/A	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate	Up to 100% Infant Rate

CHILDCARE BENEFIT

\*Staff children Enrolled AND Attending as of March 1, 2020 are grandfathered. Childcare benefit is based on availability and program needs. Infant Rate means the current Infant Rate x1 is the TOTAL Childcare Credit any one staff member may receive