

Benefits Available to Employees of St. Philip's



Medical through Blue Cross Blue Shield

4 PLAN OPTIONS FOR MEDICAL COVERAGE

1. \$5,000 High Deductible - Is at \$0 cost to the employee.
HSA card w/ up to \$2,000 Annual Employer Contribution
2. \$5,000 - \$45 PCP copay
3. \$3,000 - \$35 PCP copay
4. \$5,000 - \$45 copay (Coverage In and Out of Network)



Dental through Guardian

HIGH & LOW COVERAGE PLANS

1. Preventive Incentive included on both options
2. Implant coverage included on both options - Pediatric orthodontist covered



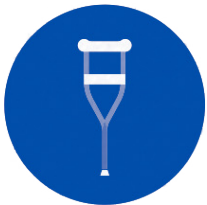
Vision through Guardian

Exams, lenses (eyeglass or contact), and frames are available every 24 months
Coverage for progressive lenses is included



Life Insurance through Guardian

Basic Life / BCBS Plan
Voluntary Life / BCBS Plan



Income Protection (Disability Coverage) through Guardian

Long Term Disability (LTD)
Short Term Disability (STD)



Pet Insurance through Nationwide

St. Philip's School and Community Center is a respected private school with top-tier students, high parental involvement, national recognition as a cornerstone of the neighborhood and advancement for early-career teachers.



ADDITIONAL PENDING AND AVAILABLE PERKS

Additional Employee Benefits

Instructional Innovation	Academic Excursions
Grant Opportunities	Facilities Rental Discounts
Tuition Remission	On Campus Pediatric Clinic
Committee Chair Stipends	Day Care on Campus
Professional Development Fellowships	Tickets, Incentives, Recognition
Graduate School Bonus Grants	Opportunities To Apply for Attainable Housing Options Near Campus
After School Care Waiver	
Out of Town Professional Development	

Teacher Perks

Instructional Resource Budget	Parent Engagement
Faculty Support- Instructional Leadership Team	Autonomy on What and How You Teach
Teachers Paid Through Summer (26-Pay Period)	



FOR NON-TEACHING STAFF

Staff Holidays Granted Each Year

Independence Day	Winter Break (3 Days)
Labor Day	Spring Break
Fair Day	Good Friday
Thanksgiving Break (3 Days)	Easter Monday
Christmas Break (8 -10 Days)	Memorial Day
Martin Luther King Jr's Birthday	Juneteenth Holiday

Employee Leave and Accrual Schedule Full-Time Employees

Total Length of Service	Maximum Vacation per Year	Accrual Hours per Pay Period
1st year	Prorated up to 2 weeks	3.07
1 – 2 years	2 weeks / 80 hours	3.07
3 – 5 years	3 weeks / 120 hours	4.62
6 – 9 years	4 weeks / 160 hours	6.15
10+ years	5 weeks / 200 hours	7.69
One week of vacation may be carried over each year. (40 hours)		
Up to 3 personal leave days may be used for urgent needs.		
All full & part-time employees receive 5 sick days each year (carry over allowed, 160 Days max)		