

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 - 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 Mutual of Omaha

HIGH & LOW COVERAGE PLANS

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



Vision through Mutual of Omaha

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



Life Insurance through Blue Cross Blue Shield Dearborn

Basic Life / BCBS Plan
Voluntary Life / BCBS Plan



Income Protection (Disability Coverage) through Blue Cross Blue Shield Dearborn

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

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



Additional Perks Available Through Employment

Additional Employee Benefits

Summer grants	Facilities rental discounts
Generational tuition remission	Free lunch option
Committee chair stipends	On Campus Pediatrics Clinic
Professional development fellowships	Day Care on Campus
Graduate school bonus grants	Tickets, incentives, recognition
After school care waiver	Assistance with Temporary Housing
Out of town Professional Development	Culture – Afro centric
Academic Excursions	

Teacher Perks

Instructional Resource Budget	Parent Engagement
Faculty Support- Instructional Leadership Team	Autonomy to what you teach and how you teach



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)		