

Benefits Available to Employees of St. Philip's



Medical through United Healthcare

1. HDP (\$4,000 Deductible)
2. PPO Option (\$3,000 Deductible)



Dental through United Healthcare

HIGH & LOW COVERAGE PLANS

1. Preventive Incentive included on both options
2. Implant coverage included on both options



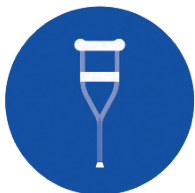
Vision through Metlife

Exams, lenses (eyeglass or contact), and frames are available every 12 months
Coverage for progressive lenses is included



Life Insurance through MetLife

Basic Life / AD&D
Voluntary Life / AD&D



Income Protection (Disability Coverage) through MetLife

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

Additional Benefits

Generational tuition remission
Four-day work week
Committee chair stipends
Professional development
Graduate school bonus grants
Summer professional development grants

After school care fee waiver
Employee housing
Facilities rental discounts
Free lunch
Bus rental discounted
On campus pediatrics clinic
Daycare on site

Instructional resource budget
Faculty support- Instructional Leadership Team (ILT)
Parent engagement
Autonomy for creative teaching methods



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	3.08
1 – 2 years	2 weeks / 80 hours	3.08
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.		
Up to 3 personal leave days may be used for urgent needs.		
All full and part-time employees receive 5 sick days each year (carry over allowed).		

Staff Holiday Schedule 2022 - 2023

Independence Day	Monday, July 4th
Labor Day	Monday, September 5, 2022
Fair Day	Friday, September 30, 2022
Thanksgiving Break	November 23rd, 24th and 25th, 2022
Christmas Break	December 26th – 30th of December 2022 and January 2, 2023
Martin Luther King Jr's Birthday	January 16th, 2023
Winter Break	Friday, Feb 17th and Monday, Feb. 20th
Spring Break	March 15th, 16th, and 17th ,2023
Good Friday	April 7th ,2023
Easter Monday	April 10th, 2023
Memorial Day	Monday, May 29th ,2023
Juneteenth Holiday	Monday, June 19th, 2023