

Benefits Available to Employees of St. Philip's



Medical through United Healthcare

1. HDHP (\$5,000 deductible) - \$0 cost EE Only
2. EPO (\$5,000 deductible.)
3. PPO (\$3,000 deductible)
4. PPO (\$5,000 deductible)



Dental through United Healthcare

HIGH & LOW COVERAGE PLANS

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



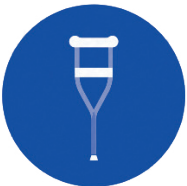
Vision through Metlife

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)

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.

Generational tuition assistance
Committee chair stipends
Professional development
Graduate school bonus grants
Summer professional development grants

After school care fee waiver
Facilities rental discount
Free lunch
Bus rental discount
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	3.33
1 – 2 years	2 weeks / 80 hours	3.33
3 – 5 years	3 weeks / 120 hours	5.0
6 – 9 years	4 weeks / 160 hours	6.67
10+ years	5 weeks / 200 hours	8.33
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 2023 - 2024

Independence Day	Tuesday, July 4th
Labor Day	Monday, September 4, 2023
Fair Day	Friday, September 29, 2023
Thanksgiving Break	November 22th - 24th, 2023
Christmas Break	December 25th - 29th, 2023 and January 1st - 4th, 2024
Martin Luther King Jr's Birthday	January 15th, 2024
Winter Break	Monday, Feb. 19th . 2024
Spring Break	March 13th, 14th, and 15th ,2024
Good Friday	March 29th ,2024
Easter Monday	April 1, 2024
Memorial Day	Monday, May 27th ,2024
Juneteenth Holiday	Wednesday, June 19th, 2024