BENEFIT	DESCRIPTION
Medical Insurance	Blue Cross Blue Shield High Deductible HMO
Option #1:	Deductible: \$1,500 individual / \$3,000 family
High Deductible HMO	<ul> <li>Park pays 75% of the premium and provides funding for 75% of the deductible for individual, 2-person and family plans. Deductible funding is provided either through a Health Savings Account or a Health Reimbursement Arrangement, depending on eligibility.</li> </ul>
	Employee portion of premium processed via payroll reduction on a pre-tax basis
	Blue Cross Blue Shield HMO
	Deductible: \$1,000 individual, \$2,000 2-person/family
<i>Option #2:</i> HMO	• Park pays 67% of the premium and reimburses for 75% of the deductible costs through the Health Reimbursement Arrangement (HRA) for individual and family plans
	• Employee portion of the premium is processed via payroll reduction on a pre-tax basis
Health Savings	Health Equity
Ü	Park funds the employer portion of the deductible into an individual owned health savings account for eligible employees.
Health Reimbursement	HRC Total Solutions
	• For employees not eligible for a health savings account but participating in Park's medical insurance, Park provides a self-funded health reimbursement arrangement (HRA) to reimburse eligible employees for allowable medical, prescription, and other similar expenses incurred by employees and their families up to the maximum amount contributed by Park towards the medical deductible.
Flexible Spending	Lifetime Benefit Solutions
	Eligible employees may elect to participate in Dependent Care & Health accounts
	Contributions are processed via payroll deduction on a pre-tax basis
Dental Insurance	Delta Dental
(Group #001964)	Park pays 75% of the premium for individual and family plans
www.deltadental.com	Deductible: \$50 per individual / \$150 per family (waived for diagnostic and preventative categories)
	• \$2,000 combined annual maximum for preventive, basic, and major services
	• Preventive & Diagnostic services: 100%; Basic services: 80%; Major services: 50%
	Cleanings: two per calendar year
	Orthodontia service: \$2,000 Lifetime maximum
Vision Insurance	BCBS 20/20
	Voluntary employee funded plan
	• Eye Exam: one per calendar year; \$10 co-pay in-network / up to \$50 out-of-network
	• \$25 co-pay for most lenses; Allowance for frames and contact lenses

BENEFIT	DESCRIPTION
Life Insurance	Lincoln Financial
	Park pays 100% Life and AD&D coverage equal to 1-times annual salary
Short Term Disability	Park pays the full cost of benefits for eligible employees
	Coverage provides for 100% wage protection for first 90 days
Long-Term Disability	Lincoln Financial
	Park pays 100% of the premium for eligible employees
	Coverage provides for 60% wage protection after 90 days
403(b) Retirement Plan	TIAA
	After two years of service at a qualifying educational institution, Park contributes 5% of annual salary to eligible employees' individual retirement plan
	Park requires eligible employees to contribute 5% of salary to the plan
	Employee contributions are processed via payroll reduction on a pre-tax basis
Group Supplemental Retirement Annuity Plan	TIAA
	All employees over the age of 21 have the opportunity to set aside additional retirement savings
	Employee contributions are processed via payroll reduction on a pre-tax basis
Workers' Compensation	Independent School Compensation Corporation (ISCC)
	Park provides insurance coverage at no cost to the employee to protect employees who are injured or become ill while performing their jobs
	Provides medical and additional benefits including wage loss protection
	All work related injuries should be immediately reported
Vacation	Faculty
	Faculty vacations correspond with those of the academic year
	Summer vacation will commence after the final week of faculty meetings and will end prior to the beginning of faculty meetings in August
	Staff and Administrators*
	• Staff and Administrators who work at least 50% part-time receive vacation. Full-time staff and administrators earn 20 days of vacation annually, accrued at a rate of 1.67 days per month based on hire date
	No accrual when out on paid or unpaid leave
	<ul> <li>Additionally, staff and administrators have one week of vacation during the winter and spring breaks</li> </ul>
	* Adjusted pro rata for part time staff employees

BENEFIT	DESCRIPTION
Personal Day Leave	Eligible employees can use up to one day of personal leave in any academic year for urgent, personal business.
	When possible, employees are requested to seek approval from their supervisor or Head of School in advance.
Sick Leave	Employees receive twelve days of sick leave each year (adjusted pro rata for part time employees)
	Sick leave benefits are designed to be used for minor illness, injury or medical necessity which temporarily prevents an employee from performing their duties, or in connection with medical emergencies involving the immediate family member of the employee
	Sick leave benefits may be used for medical/dental appointments
	Sick leave benefits carry over up to 30 accrued sick days.
Professional Development	Grants are awarded to employees to continue their education and professional growth for such activities as graduate study in one's field, conferences, and workshops.
	Stipends are available to compensate employees for their time when they attend professional development on non-school days.
	• Up to \$1,500 towards a class at an accredited college or university that is taken for credit.
School Lunch	• Lunch in the Dining Room is available to all employees free of charge Monday-Friday when school is in session.
Fitness Facility	Employees have access to a faculty fitness room for use outside of the school day, including weekends.
Childcare on Professional Days	Childcare for school-age children (4+ years old) is provided on professional days when employees are expected to work and school is not in session during the academic year. Childcare is not provided during the summer months.
Auxiliary Program Discount	Employees receive a 50% discount towards After-School Program, Summer at Park, and Creative Arts at Park.
Computer Loan Program	Employees are provided with the technology equipment they need to complete their work (all faculty receive a Macbook laptop).
	• In addition, employees may purchase a personal laptop or device (up to \$2,000), be reimbursed by the School, and pay for the computer over a series of months interest-free (up to 24 months).
COBRA Benefits	Eligible employees who leave Park (for any reason) have the option of continuing their medical and dental coverage at the School's group rates for a period up to 18 months, subject to all provisions of the COBRA health care continuation act.