



YES Prep Benefits and Culture

YES Prep reviews our benefits each year, scouring the market to find offerings that support our employees in all walks of life

IS THIS YOU?

WE GOT YOU COVERED!



EMPOWERED EARLY TO MID-CAREER PROFESSIONAL

- We strive to **pay top dollar** for our most critical roles
- We host annual internal career fairs providing **opportunities for advancement**
- **Get recognized** for performance and retention

- We've got endless **opportunities for additional compensation** via stipend related work
- Enjoy up to 15 days of paid time off PLUS at least **one day off every month**
- **Reimbursement opportunities** for external professional development



EXPERIENCED PROFESSIONAL

- We aim to **meet or exceed** your current base salary
- We **reward strong performance** with accelerated career opportunities
- Enrollment in the Teacher Retirement Systems of Texas (TRS)

- Invest in our optional **457(b) retirement plan** through VALIC with **free advising**
- **Expand your personal time off** by transferring your state PTO bank from your current Texas district



FOCUSED ON FAMILY

- Take up to 12 weeks of **paid maternity and paternity leave**
- We prioritize personal/professional alignment by:
 - offering staff **25+ paid days off** each year
 - helping staff with **balancing work and family duties**

- **Discount** at top rated daycare facilities
- Children of employees receive **priority designation in lottery**
- **Budget for childcare** with the dependent care account option



HEALTH OPTIONS CONSCIOUS

- Take up to 12 weeks of **paid leave for a serious health condition**
- We offer a **\$0 premium health plan** along with other health insurance options
- Health Savings Account option with **\$600 annual YES Prep contribution**

- Extensive ancillary benefit offerings to **cover the unexpected:**
 - Short- and Long-Term Disability
 - Critical Illness
 - Hospital Indemnity
 - Accident
 - Pet Insurance
 - and more!



OUT TO HAVE FUN AND MAKE A DIFFERENCE

- YES Prep is consistently voted one of **Houston's Best Places to Work** by the Houston Business Journal
- We're **serious about fun:**
 - Annual All-Staff Celebration
 - Beginning of Year Kick-off Event
 - Senior Signing Day

- Engage in **opportunities to level-up** through our in-house leadership programs
- **Promote inclusiveness** through Student Diversity Summits:
 - LatinX Summit
 - PRIDE Summit
 - Brotherhood and Sisterhood Summits

For more information or questions:

email Talent@YESprep.org or visit <http://www.yesprep.org/careers>