



EMPLOYEE BENEFITS

ELIGIBILITY

All full-time employees (30 hours and higher) are eligible for benefits. Part-time employees **may** be eligible for certain benefits marked with an asterisk(*), inquire with the Sr. Director of Operations.

WHEN BENEFITS START

Participation in the school's benefit plans vary by benefit. See each benefit for more information or ask the Sr. Director of Operations for more information.

SCHOOL CONTRIBUTION

The school pays the first \$400, plus 20% of excess of the employee health and dental insurance benefits. These plans can be chosen a la carte, meaning you choose one but not the other. Employees do not receive any funds they do not use.

MAKING MID-YEAR CHANGES

Once you elect participation in an insurance plan, you may not change your election until the next annual benefit enrollment period—unless you experience a qualified change in family status.

This is not a guarantee of employment. Benefits are subject to change. Benefits governed by plan documents.

MEDICAL, DENTAL, & VISION INSURANCE

- Insurance coverage is provided by Cigna.
- Medical coverage has two plans:
 - Local Plus 1500 70/30
 - Local Plus 4500 70/30
 - Costs for the employee range from \$48-68/month
- Dental coverage also has two plans:
 - Cigna Discount
 - Cigna DPPO
 - Costs for the employee range from \$8-28/month
- Vision coverage as a single plan:
 - Cigna Vision
 - Cost to the employee is \$7.22/month. Vision insurance is paid 100% by the employee.
- Employee may elect for coverage for his/her spouse and/or dependents at additional cost.
- **Start Date:** Employees are eligible to participate in all plans starting the first day of the month following employment.
 - Example: If your start date is August 15, your insurance start date is September 1.

SUPPLEMENTAL INSURANCE

- Employees are eligible to participate in Colonial accident and critical illness supplemental insurance at their own expense.
- Participation can begin immediately. Prices vary.

STD/LTD/LIFE INSURANCE

- ISDenver provides short and long term disability, and a \$25,000 Life Insurance plan for all eligible employees. The school pays 100% of this premium for employees.
- Employees are enrolled in the program immediately upon their start at the school.

EARNING ADDITIONAL INCOME

- **Substitute teaching:** If you sub for a fellow teacher during a planning period, payment is \$17.50/hr.
- **After-School Clubs:** Pay from \$25/hr as an assistant to \$50/hr for a lead.
- **Overnight stipends:** \$75/night for attending school-sponsored student trips.
- **Athletics Coaching:** \$2,000 for a head coach and \$1,000 for an assistant coach.
- **Stipend positions:** Grade level and/or subject level leads, among others. Salaries vary.

TUITION REMISSION

- ISDenver understands the benefit of an employee having his or her child as a student at the school.
- Full-time employees are eligible for tuition remission during employment.
- Employees are immediately eligible for tuition remission.

FLEXIBLE TIME OFF (FTO)*

- FTO encompasses most time off such as sick, personal, and vacation.
- Administrative staff and teaching staff are on separate FTO schedules.
- If you have unused FTO at the end of the school year, it is paid out as additional salary.
- FTO accrual begins upon an employee's start date.

PARENTAL LEAVE*

- Employees may be eligible for up to 15 days of paid time off in addition to his or her FTO.
- Employees must be employed four (4) consecutive months, not including summer break.

401(K)*

- Employees may be eligible to contribute in the ISDenver sponsored 401K retirement plan.
- The school, on a yearly basis, may also contribute to the employees retirement, regardless of his or her participation in the plan.

RELOCATION ALLOWANCE

- Employees moving to Denver for employment at ISDenver may be eligible for a relocation allowance between \$1,500-\$4,000.
- Employees leaving ISDenver after employment on an ISDenver sponsored visa may be eligible for an allowance to return to their home country for up to \$1,000.

ADDITIONAL BENEFITS

- Free before/after care for children enrolled at ISDenver
- Discounted co-curricular clubs
- Discounted summer camps
- Free daily lunch*
- Professional Development/Tuition Reimbursement