



EMPLOYEE BENEFITS

ELIGIBILITY & START DATES

- All full-time employees (30 hours/75% FTE and higher) are eligible for benefits. Part-time employees may be eligible for certain benefits marked with an asterisk(*).
- Participation in the school's benefit plans vary by benefit. See each benefit for more information.
- Questions? Contact hr@isdenver.org.

MEDICAL, DENTAL, & VISION INSURANCE

- Insurance coverage, including dental and vision options, is provided by Cigna. Policy costs are below; full details are available upon request.
 - Vision insurance is paid 100% by the employee.
 - Employee may elect coverage for their spouse, domestic partner and/or dependents.
- **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.

INSURANCE COSTS (\$) PER PAY PERIOD (2X/MONTH)

CIGNA CHOICE 1500 PLAN			CIGNA BASE 4500 PLAN	
MEDICAL	ISDENVER CONTRIBUTION	EMPLOYEE CONTRIBUTION	ISDENVER CONTRIBUTION	EMPLOYEE CONTRIBUTION
EMPLOYEE ONLY	257.86	45.67	252.09	35.07
EMPLOYEE & SPOUSE/PARTNER	370.22	252.05	358.41	230.35
EMPLOYEE & CHILDREN ONLY	364.87	242.24	353.34	221.05
EMPLOYEE & FAMILY (SPOUSE/PARTNER + CHILDREN)	460.12	417.19	443.44	386.55

VISION INSURANCE PRICING	
VISION	100% EMPLOYEE PAID
EMPLOYEE ONLY	3.61
EMPLOYEE & SPOUSE/PARTNER	7.23
EMPLOYEE & CHILDREN ONLY	7.31
EMPLOYEE & FAMILY (SPOUSE/PARTNER + CHILDREN)	11.66

CIGNA DENTAL DHMO PLAN			CIGNA DENTAL PPO PLAN	
DENTAL	ISDENVER CONTRIBUTION	EMPLOYEE CONTRIBUTION	ISDENVER CONTRIBUTION	EMPLOYEE CONTRIBUTION
EMPLOYEE ONLY	1.81	4.21	13.93	5.97
EMPLOYEE & SPOUSE/PARTNER	3.11	7.26	27.49	11.78
EMPLOYEE & CHILDREN ONLY	3.89	9.08	35.97	15.41
EMPLOYEE & FAMILY (SPOUSE/PARTNER + CHILDREN)	5.56	12.97	54.98	23.56

SUPPLEMENTAL INSURANCE

- Employees are eligible to participate in accident and critical illness supplemental insurance at their own expense, sponsored by Colonial. Prices vary.

SHORT AND LONG-TERM DISABILITY AND LIFE INSURANCE

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

401(K)*

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

This is not a guarantee of employment. Benefits are subject to change. Benefits governed by plan documents. Revised 2.1.23.

TUITION REMISSION

- Full-time employees are eligible for 50% tuition remission per child during employment, and may apply for up to 25% more in Financial Assistance.
- Employees are immediately eligible for tuition remission.

EARNING ADDITIONAL INCOME*

- **Internal subbing:** If you sub for a fellow teacher during a planning period, payment is \$19.50/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:** \$2,400 for a head coach and \$1,120 for an assistant coach per season.
- **Stipend positions:** Grade level and/or subject level leads, among others. Salaries vary.
- **Summer/Break Camps:** \$18.50 or \$20.50/hour

ADDITIONAL BENEFITS AND DISCOUNTS FOR STAFF*

- Free before/after care for children enrolled at ISDenver
- Discounted co-curricular clubs
- Discounted summer camps
- Free daily lunch
- Full coverage of Colorado Paid Family and Medical Leave Insurance payroll tax (FAMLI tax): tax can be split by employer; ISDenver covers it at 100%

COMMUNITY & CULTURE*

- Monthly staff events (happy hours, snack wagons, yoga classes and more!)
- Community events and sports
- Annual Staff Appreciation fund during holidays
- Ample professional development opportunities
- International and multilingual community

FLEXIBLE TIME OFF (FTO)

- FTO encompasses most time off such as sick, personal, and vacation.
 - Faculty are awarded 6 FTO days a year at the start of the year. This is prorated for staff that are part-time and/or start during the year.
 - Administrative staff accrual starts at 20 FTO days a year. FTO accrual for Admin staff begins upon an employee's start date.

ADDITIONAL LEAVES*

- **Parental leave:** Employees may be eligible for up to 15 days of paid time off in addition to their FTO, for adoption or birth of a child.
 - Employees must be employed four (4) consecutive months, not including summer break, to be eligible.
- **Bereavement leave:** When a death occurs in an employee's immediate family, all part time and full-time employees may take up to five days off with pay to attend the funeral or make funeral arrangements (pay for time off prorated for a part-time employee)
- **Colorado Accrued Sick Leave Policy:** Hourly employees who work less than 75% FTE receive one hour of sick leave for every 30 hours worked, to a maximum of 48 hours.

RELOCATION ALLOWANCE

- Employees moving to Denver for employment at ISDenver may be eligible for a relocation allowance.
 - Up to \$1,500 for domestic relocation; up to \$4,000 for international.
- 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.

