



GREAT OAKS LEGACY
CHARTER SCHOOL

Employee Benefits

Perks and Benefits

- Comprehensive **medical, dental, and vision coverage** for employees and their dependents. Employees choose from two plans.
- Investment in employee growth and development with **tax-exempt contributions** from the school for tuition, professional development and student loan repayment.
- **Flexible Spending Accounts** (FSAs) – pre-tax savings for healthcare, dependent care, transit and parking expenses.
- **Retirement Benefits**—NJ State Pension (including life insurance), and optional 403(b) tax-shelter investment plans with an investment advisor.
- In addition to 10 days of Paid Time Off (**PTO**), employees enjoy 5 weeks of time off for scheduled school closures. Returning educators enjoy 8 weeks off in the summer.
- Compensation benefits include a Newark residency **bonus**, a returning staff **bonus** and **incentives** throughout the year.
- An **employer-funded spending account** for each employee to tap into health and wellness partnerships and initiatives—gyms, spas and yoga sessions are *just a few* examples—and professional development. Account is refreshed each quarter.
- Talkspace account—**Talkspace** is an online therapy platform that provides confidential and secure mental healthcare through an easy-to-use app.
- **Growth opportunities** for career advancement from team building and support to leadership development.

Great Oaks Legacy Charter School has a proven track-record of effectively preparing students for college and career-training and our staff are critical to fulfilling this mission. Great Oaks Legacy is a positive learning community with a robust program of professional training and development for all staff. Our collaborative, team-based approach facilitates the sharing of best practices and encourages mutual support. We greatly value our staff and taking care of our employees is a top priority.



Great Oaks Legacy Charter School is a public charter school system operating 7 campuses in Newark serving students from Pre-K through 12th grade.

Join Our Team

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