EMPLOYEE BENEFITS

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.

<table>
<thead>
<tr>
<th>INSURANCE COSTS ($) PER PAY PERIOD (2X/MONTH)</th>
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<tbody>
<tr>
<td>PLAN NAME</td>
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<tr>
<td>CIGNA CHOICE 1500 MEDICAL PLAN</td>
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<tr>
<td>CIGNA BASE 4500 MEDICAL PLAN</td>
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<tr>
<td>CIGNA DENTAL DHMO PLAN</td>
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<td>CIGNA DENTAL PPO PLAN</td>
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<tr>
<td>VISION PLAN</td>
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</table>

Insurance coverage, including dental and vision options, is provided by Cigna. Policy costs are above; 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.
Employees moving to Denver for employment at ISDenver may be eligible for a relocation allowance.

**Domestic:**
- Up to $500 reimbursement for relocations of at least 30 miles; $1,000 towards initial housing cost in the Denver metropolitan area and relocation expenses

**International:**
- $750-$1,500 for ticket to U.S.; $1,500-$3,000 towards initial housing cost in the Denver metropolitan area and relocation expenses (depending on visa type/repatriation)

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 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.

**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.

**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

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**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 6.15.23.