

## Seaside Schools, INC. Total Employee Compensation Overview

### Salary Scale

It is the goal of The Seaside School to compensate its employees at the highest levels. The current salary scale for The Seaside School employees is between 3% and 13% higher than surrounding districts at most experience levels. We aim to review the scale every two years to ensure we stay ahead of adjustments made in the state scale and support our employees through the rising costs of living.

### Health Insurance

#### Coverage

Health insurance is provided through Florida Blue. Eligible participants choose between the Blue Options Co-Payment Plan, or the Blue Choice Preferred Provider Option (PPO).

#### Rates

Seaside pays 100% of the monthly insurance premium for the employee only. The average cost of the employee coverage this year is over \$10,500 per year.

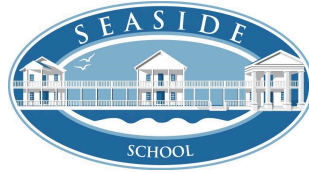
**Dental Coverage** Seaside offers a voluntary dental insurance plan paid for by the participant.

**Vision Coverage** Your vision health is an important part of complete wellness. Seaside offers a voluntary vision plan paid for by the participant.

**Life Insurance** Seaside provides, at no cost to the participant, a term life / accidental death and dismemberment insurance policy for each eligible, regular status employee that is double the employees current pay (not to exceed \$100,000).

#### Florida Retirement System

Seaside provides a retirement benefit by partnering with you in paying contributions, based on a percentage of your gross monthly salary, to the Division of Florida Retirement System (FRS). You initially may choose to participate in the FRS *Pension* or *Investment Plan*.



### Payroll Program (403B)

This is for additional retirement benefits through Capital Group/American Funds. Our current Edwards Jones agent that handles these benefits is James Roberson [james.roberson@edwardjones.com](mailto:james.roberson@edwardjones.com), 850-622-1009

**Paid Time Off** An employee begins earning Paid Time Off on his or her date of hire and earns leave at 1.0 days earned per month contracted.

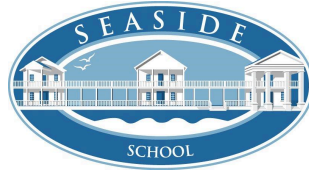
This amount increases based on their years of service at Seaside.

Years of Continuous Service To the School	Accrual Per Month	Maximum Annual Accrual
Zero (0) to Four (4) Years of continuous service to the school	One (1) day per month during contract year	Up to twelve (12) days (90 hours) per contract year
Five (5) to Nine (9) years of continuous service to the school	One and one-fourth (1.25) day per month during contract year	Up to fifteen (15) days (112.5 hours) per contract year
Ten (10) years or more of continuous service to the school	One and one-half (1.5) day per month during contract year	Up to eighteen (18) days, (135 hours) per contract year

**PTO Reimbursement:** All employees will have the ability to be paid for up to five (5) days (37.5 hours) of accrued but unused sick leave at the end of each contract year (\$150 per day).

**Work Day and Annual Calendar:** The contracted time for a Seaside Employee is 7.5 hours a day and 190 days per year.

**Paid Education Reimbursement:** The Seaside School, Inc. supports teachers continuing to grow in the field of education. Any teacher wishing to continue their education is encouraged to do so. The Continuing Education Policy is being put into place to support those teachers wishing to pursue higher degrees and/or additional certifications/endorsements in the field of education.



1. Notify their administrator of their desire to pursue an advanced degree or additional certification/endorsement area to your teaching certificate in writing.
2. Get approval before beginning class.
3. Submit final grade to administrator for reimbursement.

The Seaside School, Inc. will reimburse teachers who take previously approved courses up to \$125 per credit hour upon receiving official documentation of passing the course with a "8" or higher up to 3 credit hours.

One course, per semester/summer will be eligible for reimbursement. Only coursework that is required for the advanced degree or additional certification/endorsement that has been previously will be eligible for reimbursement.

**Short Term Disability (Employer Paid):** This is fully paid by the employer to provide up to 60% weekly earnings for up to 12 weeks. Employees must have served 12 months at The Seaside School to be eligible.

**Employee Assistance Program:** This is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.

### **Working at The Seaside School Intangible Benefits:**

- Child enrollment preference (first preference for all students admitted)
- Staff Salaries are the highest in the area we and begin at the Effective Teacher Scale
- Small School Community Size (Core average class size 18:1 and adult to student ratio 12:1)
- A School Counselor to student ratio of less than 150:1
- Competitive Benefits
- Academic focused
- Supportive and dedicated leadership and staff
- Family atmosphere