



Making Waves Academy Benefits Summary

For eligible faculty & staff working 30+ hours per week

Compensation & Paid Time Off

Cost of Living Stipend

All full-time employees receive a \$12,000 stipend on top of base salaries. This is intended to help address Bay Area cost of living.

Annual Paid Time Off

Sick time: 8 days per year

Personal time: 2 days per year

Vacation time: 24 days (non-instructional staff)

Health, Retirement, & Other Pre-Tax Benefits

Medical Benefits

100% paid coverage for you and a spouse/ domestic partner OR you and any number of children/ dependents based on the Kaiser HMO A plan.

Flexible Spending Plan

Save money on out-of-pocket medical, dental, & vision expenses; dependent care; & commuter expenses using pre-tax income to pay for services.

Life, AD&D, & LTD Benefits

Fully paid employee coverage. Life insurance benefit is 2x the employee's annual salary.

Dental & Vision Benefits

MWA pays 100% of the premium for employees and spouse/domestic partner.

EAP & Online Therapy

Fully paid Employee Assistance Program and online therapy service for employee and family members.

Retirement Benefits

We offer CalSTRS for instructional staff or 403(b) matching program for non-instructional staff.

Wills & Legal Document Service

Free preparation of: Wills, Living Wills, Healthcare Power of Attorney, Durable Power of Attorney, & Medical Treatment Authorization for Minors.

Fertility Benefit

Offered on a first-come, first-served basis, Maximum benefit of \$5,000 per calendar year. Eligibility requires minimum of one year of employment with MWA.

Bonuses & Other Perks

Retention Bonuses

All employees are eligible to receive retention bonuses after 4, 8, 12, 16 and 20 years of service.

Teacher Induction Program

Eligible teachers receive employer-paid participation in the TIP to clear their credential.

Tuition Assistance

For employees taking college courses in pursuit of additional advanced degrees (after two years of service with MWA).

Employee Child(ren) Education

Children of eligible full-time MWA staff will get priority during our application lottery for 5th-8th grades, subject to eligibility criteria.