

New City School Employee Benefits



- **Tuition remission** for full time employees: Academic Year Tuition at 50% for children, 25% for grandchildren, as well as Extended Day (100%) and Summer Camp (50%)
- A generous **professional development** budget supports attendance at conferences and workshop for employees
- **Interest-free technology loans** up to \$2,000
- **Stipends** for an array of additional duties, including summer curriculum work
- **Healthy snacks** are provided 2x per week for all employees
- **Paid Time Off:**
 - Teaching Faculty (10-month staff)
 - Ten (10) paid sick days awarded annually
 - School breaks during academic year
Thanksgiving Break (three days), Winter and Spring Breaks (two weeks each).
 - 12-Month Staff
 - Twelve (12) paid sick days awarded annually
 - Five (5) weeks of paid vacation time awarded annually
One week used during Winter Break; one week used during Spring Break; one week used over the week of July 4th; two weeks intended for use between June-August.
 - All Faculty/Staff
 - Three (3) paid personal days awarded annually
 - Awarded sick days accrue up to 45 days
 - Eight (8) weeks paid parental leave

- **Vanguard 403(b) retirement plan.** New City matches up to 5% upon hire, 6% after eight (8) years and 7% after twelve (12) years. Employees are fully vested after two (2) years.
- **Life insurance** (up to base salary with a \$50,000 maximum) plus option to purchase additional voluntary life insurance.
- Optional **Long Term Disability** policy offered.
- **Income protection:** life insurance, workers' compensation, and disability benefits.
- Access to **financial wellness platform** My Milestones by Commerce Bank and **financial planning tools** from Vanguard.

- **Comprehensive medical coverage** with an option of traditional health insurance or high deductible plan with Health Savings Account (HSA).
- **Dental insurance**, including 100% of employee dental premium.
- Optional **vision insurance** available.
- **Flexible spending accounts** (medical reimbursement and dependent care).
- Up to 50% of the **spouse and dependent premiums** for the health insurance plan, unless spouse's employer offers other coverage.
- Independent School Benefits Consortium (ISBC) Health Hub for **virtual care and at-home diagnostics.**
- **Salary credit** for wellness program participation.