NORFOLK ACADEMY 1728

Benefits Offerings

The following is a complete list of the benefits offered to all full-time faculty and staff. Our plans allow you the flexibility to choose which works the best for you and you can waive any plans that do not meet you and your family's needs.

- A PPO medical plan with three different deductible options including a low-cost high-deductible plan with a health savings account.
- Norfolk Academy generously contributes to the employee health savings accounts.
- There are two dental plans to choose from with an option that includes 100% coverage on preventative and basic care.
- Vision insurance
- A Telehealth plan that includes access to medical providers as well as dermatology, nutrition, and mental health services.
- Pre-tax Flexible Spending Medical and Dependent Care plans
- Life insurance at two times salary and provided at no cost to the employee.
- Short-term and Long-term disability insurance are provided at no cost to the employee.
- Norfolk Academy encourages faculty and staff to continue their growth by working for advanced degrees and attending conferences and workshops to improve their professional skills and provides financial assistance towards these endeavors.
- A Retirement Savings Plan is offered with Roth investment options and matching contributions after one full year of employment. Participants are matched based on years of service starting at 200% after one year of service and going up to the maximum of 400% after 10 years. Employees only ever have to contribute 2.75% in order to earn the full school match and are fully vested from day one. Plus, one-on-one investment and retirement planning sessions are offered annually.
- An Employee Assistance Program including free 24/7 live assistance; counseling sessions; unlimited virtual visits; work and lifestyle support; legal guidance; financial information; online will preparation; and wellness support.
- Legal Resources gives access to a network of local attorneys and includes free and discounted services.

- If you retire after the age of 65 and with at least 10 consecutive years of service, Norfolk Academy will pay your Medicare Supplemental Plan premiums for five years from the date of retirement.

- Access to free assistance navigating Medicare planning and access to brokers to assist with selecting Supplemental Medicare coverage.

- The school offers generous financial support for the children of employees who are enrolled at Norfolk Academy. In addition, the daily After Care Program for grades 1-6 is provided free of charge, and the school offers substantial enrollment discounts to employees whose children attend enrichment programs and Summer at the Academy camps.

- The school has an onsite clinic for the students, staffed by registered nurses, and is available to all for first aid treatment or minor medical attention during normal school hours. Flu shots are available annually for employees through the clinic.

- The school's athletic performance center was recently renovated to include the latest fitness equipment. The center and the school's indoor pool are available to employees for exercise and strengthening programs.

- Free breakfast and lunch during the school year

- Employees have access to athletic and cultural events throughout the school year, including cheering for the Bulldogs in their athletic competitions, attending notable events during the school year in the Johnson Theater ranging from the Virginia Symphony to national speakers, and taking advantage of the on-campus Batten and Cooper Libraries.

- The Bulldog Bookstore is conveniently located on campus where you can purchase spirit wear, snacks, drinks, and more. Employees benefit from multiple sales and discounts throughout the year.

- Although every teacher and professional staff member is issued a laptop, every full-time employee is also eligible to obtain an interest-free loan towards the purchase of a personal computer, laptop, or tablet.

More information is available from Human Resources upon request.

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