

THE
SEASIDE
SCHOOL™

The Seaside School, INC. Total Employee Compensation Overview

The Seaside School Salary Scale

It is the goal of The Seaside School to compensate its employees at the highest level. This means being higher, higher over time of employment, or highly competitive with all surrounding counties that year. Employees with advanced degrees are compensated for their expertise. We review and revise our salary 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. In addition, we compensate all employees for hours worked beyond the normal school day and outside of their traditional key responsibilities (i.e. school improvement initiatives, mentoring, clubs, coach sports, and tutoring). See our full salary scale and handbook on our [Join Our Team](#) webpage.

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

The Seaside School 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.

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.

Dental Coverage Seaside offers a voluntary dental insurance plan paid for by the participant (Employees pay \$1 a month).

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 available to you through Capital Group/American Funds.

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 PTO leave at the end of each contract year (\$150 per day).

Shared Leave: Employees who need additional leave time due to emergencies may request shared time from their peers.

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

Get Paid to Learn and Grow:

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.

GetBetter Stipends: Paid conference attendance, workshop participation and personal growth (podcasts, webinars and books). Structured career growth pathways, including leadership development and professional advancement opportunities.

Full Classroom Support and Instructional Tools

All of our classrooms are equipped with devices and software for every student and adult. It is our goal to ensure the latest technology tools are accessible and utilized effectively as supplemental instructional tools.

Working at The Seaside School Intangible Benefits:

- Child enrollment preference (first preference for all students admitted).
- Staff Salaries are the amongst highest in the area and begin at the Effective Teacher Scale.
- Focus on Professional Growth and Leadership Culture.
- Exclusive access to 30A events and partnerships.
- Small School Community Size (Core average class size 18:1 and adult to student ratio 12:1).
- Personalized student support and flexible academic programming.
- New high school facility and dual enrollment center.
- Highly competitive benefits.
- Academic focused schedules and professional development for educators.
- Supportive and dedicated leadership and staff.
- Working family atmosphere.
- A culture of **work-life harmony** with early release days, family-friendly policies, and wellness workshops led by our staff.
- FREE Financial and life planning consultations.