



Prepare | Explore | Empower

**Academy Employee Benefits**

<u>Benefit</u>	<u>Monthly Academy Contribution</u>	<u>Monthly Employee Contribution</u>
Cigna health insurance	\$742.36	\$0 Optional Buy-up Plan
Dental (2 plans to choose from)	up to \$35.12	\$0
Eye Med Vision	\$6.70	\$0
Life AD & D \$50,000 coverage	\$4.00	\$0
Short Term Disability - 60% of wages paid after one week	employer contribution varies based on income	\$0
Long Term Disability	employer contribution varies based on income	\$0
Colorado Family Leave (FAMLI)	employer contribution varies based on income	\$0
PERA and Medicare	21.4% of employee monthly gross income	\$0
Personal Leave	64 paid hours per year (for 9 month employees)	\$0
Employee Assistance: 3 face-to-face visits per household per year		\$0

**Available Voluntary Deductions**

- Flexible Spending Account for dependent day care and eligible health expenses
- Life insurance for employee, spouse and children
- Guardian Supplemental Coverage
- PERA 401K and 457 (no employer matching)
- 403B through PERA and Equitable
- Certified staff are provided 36 + clock hours of professional development provided each year, in-house
  - Certificate of completed hours provided at the end of the school year