



## Staff Benefits Summary

| Insurance | Employee Only Package         | Family Package                  |
|-----------|-------------------------------|---------------------------------|
| Medical   | 100% company paid             | 25% - 35% employee contribution |
| Dental    | 100% company paid - Core Plan | Voluntary                       |
| Vision    | Voluntary                     | Voluntary                       |

| Additional Benefits                       | Coverage                      |
|-------------------------------------------|-------------------------------|
| 401K Retirement Plan                      | 7% Company Match              |
| Life and Accidental Death & Dismemberment | 100% Company Paid (Up to 50k) |
| Short-Term Disability                     | 100% Company Paid             |
| Long-Term Disability                      | 100% Company Paid             |
| Education Reimbursement                   | 75% Company Paid              |

TMSA Public Charter Schools offers 10-month (195-day) contracts to teachers and support staff.

Annually, they receive 10 PTO (Personal Time Off) days.

Annually, 225-day employees get 12 PTO (Personal Time Off) days.

*Note*—If an employee's employment ends between the 15th and the end of the month, they will receive benefits until the end of the following month.

*If you have any questions regarding salaries or calculation methods, please contact TMSA Public Charter Schools HR department at [HR@tmsapcs.org](mailto:HR@tmsapcs.org)*