

Notre Dame Preparatory School

Faculty and Staff Benefits

Family and Financial Benefits

Tuition Discounts

Substantial reductions for employee families.

Extended Care

Discounted rates for enrolled children.

Transportation

Free bus service for enrolled students.

Camp Discounts

Savings on select NDP summer camps.

Additional Pay

Stipends available for extracurricular and leadership roles.

Notre Dame Preparatory School (NDP) is a co-educational, PreK–12 Catholic school in Pontiac, Michigan, sponsored by the Marist Fathers and Brothers. Founded in 1994 at the invitation of Cardinal Adam Maida, NDP continues the Marist mission of forming Christian people, upright citizens and academic scholars.

Rooted in our Marist charism—to think, judge, feel and act as Mary would—our community strives to live and work guided by faith, humility, hospitality and service. These values shape everything we do as educators and colleagues.

NDP's three International Baccalaureate "World Schools" share a 100-acre campus where faculty and staff foster academic excellence, faith formation and holistic development. We are proud to offer a generous and comprehensive benefits package that supports our employees' personal, professional and spiritual well-being.

Medical and Insurance Benefits

- **Four medical plans** with prescription coverage—NDP pays 100% of employee coverage and affordable premiums for family coverage.
- **100% employer-paid** dental plan for employees and dependents.
- **Low-cost vision** insurance.
- **Employer-funded** life and accidental death coverage; optional voluntary life insurance available.
- **Short- and long-term** disability coverage.
- **Flexible** spending accounts.
- **Benefits** administered through the Michigan Catholic Conference (micatholic.org).
- **HSA plan** with employer contribution for HD medical plans.

Employees who decline health coverage receive a stipend.

Paid Time Off

Teachers

- 8 sick days per year (up to 40 hours carryover).
- 4 personal days.
- Bereavement leave.

Staff

- 10 sick days per year (up to 40 hours carryover).
- 4 personal days.
- Generous vacation time, paid holidays and bereavement leave.

Retirement and Financial Planning

- **Defined benefit** Lay Employees' Retirement Plan fully funded by the school.
- **Optional 403(b)** savings plan.
- **CAPTRUST** advisory services for financial planning.

Professional Development

- **Over 30** in-house SCECH hours annually.
- **Collaborative planning** and professional learning time.
- **Continuing education** reimbursement.
- **Participation** in approved conferences, workshops and training.

Information and Academic Technology

- **Software**
Access to Microsoft 365, Google Workspace, and Adobe Creative Cloud.
- **Hardware**
Business-class computer provided based on role.
- **Network**
Reliable, high-speed infrastructure for seamless connectivity.
- **Classrooms**
Equipped with modern technology and tools.
- **Support**
Onsite technology services and personalized assistance.
- **AI Resources**
Guidelines and tools to enhance instructional and administrative work.
- **Recognition**
2025 MACUL Innovative District, Microsoft Showcase School, Apple Distinguished School.

Spiritual Enrichment and Faith Involvement

- **Join a caring community** grounded in Catholic Christian values.
- **Opportunities for reflection**, prayer, and retreat; reimbursement for annual personal retreats.
- **Participate in service and outreach** projects alongside students and colleagues.
- **Faith-based** professional development and mentoring for forming missionary disciples.
- **Grow spiritually** through the Marist identity and tradition.

Wellness and Community

- **Employee Assistance Program** (EAP) for confidential support.
- **Free access** to the on-campus strength and conditioning center.
- **Annual** wellness stipend.
- **Complimentary** admission to home athletic events and theatre productions.
- **Casual days**, coffee/snack cart and spirit wear discounts.

Library and Legal

- **Full access** to the NDP library and interlibrary loan system.
- **Comprehensive** liability insurance while working on behalf of the school.

General

- **On-campus** professional security team dedicated to keeping our school safe.
- **Supportive administration** that values teacher voice and input.
- **Employee appreciation** events and team-building activities.
- **Vibrant and picturesque campus** where students and staff thrive.
- **Opportunities to integrate** environmental learning with our greenhouse/botany learning lab and apiary.
- **Community** that values every individual, respecting dignity, background and perspective.

At Notre Dame Prep

Every member of our community contributes to a shared mission—educating hearts, minds, and spirits. Guided by our Marist values, we work together to inspire young people to learn deeply, live faithfully and serve compassionately.

