THE LANGLEY SCHOOL

Benefits At a Glance

The Langley School is committed to attracting, retaining, and supporting a diverse group of talented faculty and staff. That is why we offer **competitive salaries and a unique set of benefits** that our employees receive in return for the skills, capabilities, and experience they bring.

Employees enjoy excellent benefits, easy access to professional development, an intentional faculty coaching model, and a community that truly values their talent and dedication.

Employee Benefits

These benefits are available to all full-time and part-time employees working 30 hours or more each week for a full contract year. Employees working at least 20 hours each week also have access to some benefits.

- Medical, dental, and vision insurance *(open access options include a high-deductible medical plan with a Health Savings Account and employer matching contribution)*
- Medical and dependent care flexible spending accounts
- Life, AD&D, short-term, and long-term disability insurance
- 403(b) retirement plan with generous school matching contribution
- On-site childcare program
- Paid vacation, personal time off, sick bank, and parental leave
- Professional development
- Tuition remission
- Employee-assistance program
- Pet insurance discount program
- Legal services benefit plan

Professional Development

Supporting our employees' continued learning, well-being, and intellectual exploration is a community-wide endeavor. Learning opportunities include:

- An **instructional coaching model** that provides a non-evaluative approach for faculty to receive reflection and feedback
- Monthly **on-campus professional development,** including school-wide, divisional, and subject-area learning opportunities
- Opportunities to attend **off-campus workshops and conferences** to learn new skills and share expertise with other educators

8% immediate retirement match

6 weeks paid parental leave

50% tuition remission

10 employee summer grants

On-Site Childcare

To support faculty and staff who are working parents, Langley offers our on-site Leopard Cubs childcare and child development program. Features include:

- Available to children of faculty and staff ages **six weeks to three years**
- Runs from **7:30 a.m. to 5:30 p.m.** on regular school days
- Enrollment for a fee on a **space-available basis**
- Safe and nurturing educational experience featuring a **comprehensive, developmentally appropriate curriculum** specifically designed for infants, toddlers, and preschool preparatory

Visit **langleyschool.org/about/employment-opportunities** to learn more.