THE ACADEMY OF CHARTER SCHOOLS

Prepare | Explore | Empower

Academy Employee Benefits

Benefit	**Monthly Academy Contribution**	**Monthly Employee Contribution**
Medical: United Healthcare	$813.95	$0 Optional Buy-up Plan
Dental: Equitable	$37.12	$0
Vision: EyeMed	$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
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
- Health Saving Account for High Deductible medical plan
- 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

Last Update: 7/22/2025