



**IDEA**  
Public Schools



# **TOTAL REWARDS OVERVIEW**





## **THANK YOU FOR YOUR INTEREST IN IDEA PUBLIC SCHOOLS!**

We are delighted that you are considering us for your place of employment and hope you'll be inspired by our mission:

### **College for All!**

We value our staff members and recognize that without them we are not able to fulfill this extraordinary mission! Our staff members are our most valuable assets, and we strive to make IDEA a Great Place To Work! For this very reason, IDEA Public Schools Southern Louisiana is committed to offering a comprehensive employee benefits program that helps our staff members stay healthy, feel secure, and balance work and life.

We hope this information motivates you in considering employment with IDEA. The information in this brochure relates to benefits, retirement planning, time off, compensation avenues, rewards, supportive career environment, professional development and more.

*Please note that this is not an offer of employment, and is subject to change.  
IDEA reserves the right to change any of the benefits offered to staff.*



## MEDICAL BENEFITS

We offer affordable medical care to all full-time and part-time staff members. You'll have the opportunity to choose what plan meets your needs as well as your family's. IDEA staff members may elect medical benefits offered through Blue Cross Blue Shield. We offer a free employee-only benefits option or between \$445-\$700 per month towards the total monthly cost depending on what plan and level of coverage the employee elects to enroll in.

### Supplemental Benefits

To address gaps and provide additional financial support, IDEA offers an array of supplemental benefits that employees can choose from. These plans help meet the individual needs of each staff member as well as their family's. The plans offered are marketed annually to ensure our staff members receive a high quality, affordable, and competitive benefits package. Our staff members can customize their individual needs and only choose those plans that they will utilize throughout the year. Supplemental plans are paid for by employees and conveniently deducted from payroll each pay period.



THE FOLLOWING IS A LIST  
OF THE **SUPPLEMENTAL  
PLANS** WE OFFER:

**Flexible Spending Account** - Enables you to pay for eligible out-of-pocket medical, dental, and vision expenses with tax free dollars.

**Dependent Daycare Expense Account** - Enables you to pay for dependent child care out-of-pocket expense with pretax dollars.

**Dental** - Provides benefits for preventive dental services, restorative care, periodontics, root canals, major services, and much more.

**Vision** - Provides benefits for eye exams, lenses, frames, and/or contacts.

**Short Term Disability** - Benefit pays 60% of weekly salary up to \$2,700 per week after a 7-day waiting period.

**Long Term Disability** - Benefit pays 60% of monthly salary up to \$15,000 per month after 90-day waiting period.

**Cancer Insurance** - Covers radiation/ chemotherapy, new and experimental treatment, and comes with a wellness benefit.

**Accident Insurance** - Provides coverage for emergency accidents, hospital admission, and comes with a wellness benefit.

**Critical Illness Plan** - Pays a lump sum payment amount of up to \$30,000 for heart attack, stroke, and other major illness.

**Universal Life with Long Term Care** - Provides permanent life insurance coverage with long-term care coverage.

**IDEA'S Life Style Advantage** - Provides seven benefit features such as: Teledoc Services, Vision, Safe Identity, & Instant Deals.

**Hospital Indemnity Plan** - Helps cover the cost associated with the treatment of covered sickness or accident.

# RETIREMENT PLANNING

All IDEA Southern Louisiana employees are automatically enrolled in a 403b retirement plan with an employer match of up to 4 percent. Staff members can elect to reduce or increase their contribution amount or opt out of participation.

## TIME OFF

### Holidays and Personal Days

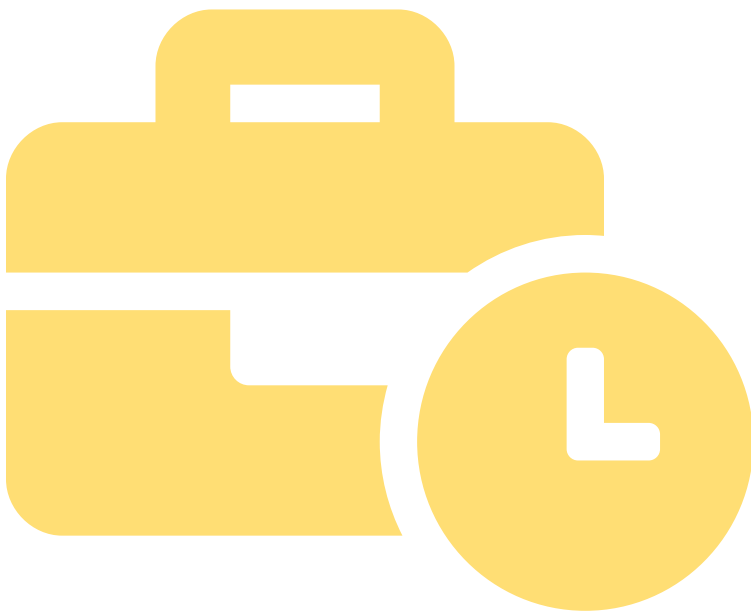
IDEA provides 10 days paid time off (PTO) annually for non-year round staff and 15 days PTO annually for year-round staff to use for personal time off. Time off is allocated each year and rolls over from year to year.

Paid Holidays include Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day and Columbus Day.

School breaks include Thanksgiving Break (5), Winter Break (9), Mardi Gras Days (3), and Spring Break (5).

### Paid Family Leave Program

IDEA offers a paid family leave program that is designed to allow eligible staff to receive up to 8 weeks of paid leave for the birth or adoption of a child based on their tenure with the organization and caregiver designation. We deeply value our Team & Family and want them to have access to high-quality leave programs that allow them space and time needed away from work to spend with their families during this exciting and monumental milestone in their lives!





# COMPENSATION & REWARDS

**Compensation** – At IDEA, we realize compensation is an important factor to staff members and we strive to make sure our strategies around compensation not only align with our organizational goals but are also effective and rewarding in recognizing the hard work of our staff. IDEA sets annual salaries individually based on each person's background and experiences relative to their role.

**Recognition** – IDEA hosts different events and award assemblies throughout the year to recognize exceptional efforts or results, including thank you e-cards, core value awards and cash awards. Annual Bonuses selectively recognize different teams and qualified individuals for extraordinary personal and organizational achievements sustained over the year.

**Commitment Awards** – IDEA recognizes and celebrates staff tenure with our organization by awarding them with a compensation bonus on each 5-year milestone.

**Employee Referral Program** – This program rewards IDEA staff who refer qualified teacher candidates. If your referral is hired and you both meet certain requirements, you may receive a cash award.

**Tuition Reimbursement** – IDEA celebrates staff who want to further their education in the support of furthering their career. The Tuition Reimbursement program is available to qualifying staff to support with related costs.

**Perkspot** – This is a corporate-wide program offering our staff discounts to local and national businesses. Staff members receive exclusive discounts to their favorite restaurants, national/local merchants, entertainment, travel, and much more.

**Loan Forgiveness Program** – This program was created to encourage people to enter and continue in the profession in certain elementary and secondary schools that serve low-income families. IDEA staff may be eligible for loan forgiveness through the US Federal Government.

**Teacher Career Pathway** – The Teacher Career Pathway is a differentiated reward, recognition, and retention program for teachers at IDEA. This program synthesizes multiple components of a teacher's performance in order to place him or her on a five-tier pathway. Each level on this pathway has its own set of supports, rewards, and recognitions. Pathway evaluations and placements are conducted annually by managers on behalf of all teachers and incorporate student results, student and family input, as well as the teacher's annual performance review.





## SUPPORTIVE CAREER ENVIRONMENT

**Professional Development** – IDEA is committed to providing you with the right learning, experiences, coaching and related resources to help you achieve your potential. IDEA will also give staff days off for approved external job-related education programs and trainings.

**Mother Friendly Workplace** – Our commitment to Team & Family includes ensuring new mothers have the resources they need to maintain their baby's overall health and wellness when they return to work. IDEA Public Schools offers scheduled time to pump and/or feed in a private, comfortable space, access to lactation support, additional assistance for traveling nursing mothers, and much more.

**Employee Assistance Program (EAP)** – Through this program staff members are able to receive counseling for different areas of their lives including marriage, parenting, relationships, work/life balance, finances, and much more. EAP can help you and your family members with confidential 24/7 consultation and referrals. In addition, they offer guidance for managing life's transitions and much more.







## ONBOARDING PROVIDES A COMPREHENSIVE INTRODUCTION TO IDEA.

- Extensive orientation kit with related welcome support materials
- Classroom Training for Instructional Staff
- Communications to support onboarding
- Manager Onboarding to all new leaders
- Ongoing Leader Training





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Public Schools

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