

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 asset, and we strive to make IDEA a great place to work! For this very reason, IDEA Public Schools 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 to consider 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

At IDEA 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 the needs of your family. IDEA staff members may elect medical benefits offered through the TRS Active Care system, with the option of choosing between three Aetna PPO plans, and HMO plans, based on region. IDEA offers a free employee-only benefits option or between \$445-\$700 per month towards the total monthly premium cost for other plans depending on what plan and level of coverage the employee elects.

Flexible Credits Plan

IDEA will also provide all full-time employees with \$1,000 per year (pro-rated for mid-year hires) or \$83.33 per month in Flex Credits to use towards:

- Health Reimbursement Account (HRA)
- Flexible Spending Account (FSA)
- Cost of premiums for supplemental pre-tax benefits like dental, vision, cancer, and/or accidental

Those who select the HRA or FSA receive a pre-loaded debit card that can be used for any approved expenses related to medical (copays, deductibles, etc.), dental, vision, and prescriptions. Leftover HRA funds roll over and remain available for employees to spend throughout their tenure at IDEA.

Supplemental Benefits

To address gaps and provide additional financial support, IDEA offers an array of supplemental benefits employees can choose. These plans help meet the individual needs of each staff member and his or her family. 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, but are conveniently payroll deducted in 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 expenses 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 - Provides employees with financial benefits upon being admitted into the hospital.

MASA Transportation Solutions - provides employees with air/ground ambulance services and helps close the gaps in coverage that exist with medical insurance.

RETIREMENT PLANNING

IDEA is a participant of the Teacher Retirement System (TRS). Upon meeting the requirements to retire through TRS you'll be eligible to receive an annuity based on the contributions you have made and the years of service you have completed. For this reason, our staff members do not contribute to Social Security.

IDEA staff also have the option to enroll in a personal 403(b) and/or 457 retirement savings plans, and elect their deferral amount (Similar to a 401k, but for non-profits).

TIME OFF

Holidays and Personal Days

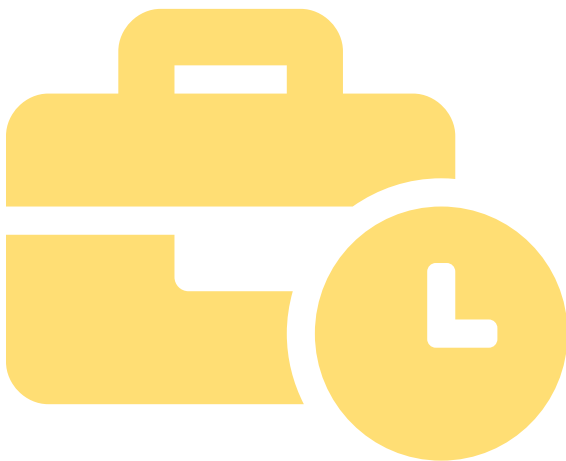
IDEA provides 10 days paid time off (PTO) annually for non-year round staff and 15 days PTO annually for year-round staff to use for personal time off. Time off is allocated each year and rolls over from year to year.

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) 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 align with our organization goals and are also effective and rewarding in recognizing the hard work of our staff. IDEA sets salaries individually based on relevant experience.

Recognition – IDEA hosts different events and awards assemblies throughout the year to recognize exceptional efforts or results, including thank you e-cards, core value awards and cash awards. A variety of different Annual Bonuses selectively recognize different teams, qualified individuals, and campuses 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 Public Schools. 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, and finances. 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.





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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