

Benefits Summary

Breakthrough Montessori PCS offers a competitive benefits package for full-time employees. Benefit plans and programs are summarized below.

<p>Health Insurance</p>	<p>United Healthcare OCI HMO- Breakthrough pays 90% of the employee/75% spouse and children Choice EPO- Breakthrough pays 80% of the employee/67% spouse and children Choice Plus POS-Breakthrough pays 72% of the employee/60% of spouse and children</p>
<p>Dental Insurance</p>	<p>United Healthcare Dental PPO 100% Employee premium</p>
<p>Vision Insurance</p>	<p>United Healthcare Vision PPO 100% Employee premium</p>
<p>Group Life Insurance</p>	<p>Equitable Group Term Life and AD&D Insurance 100% paid by employer up to \$50,000 coverage</p>
<p>Voluntary Insurance</p>	<p>AFLAC 100% Employee paid Funds can be used to offset out-of-pocket medical expenses, incidentals, and everyday living costs, as well as income when you or a loved one needs medical attention.</p>
<p>403(b) Retirement Plan</p>	<p>Vanguard 100% vested Employer matching: Breakthrough Montessori will match employee contributes up to 3% after a year of service</p>
<p>Transportation Benefit</p>	<p>Parking 100% employer paid or; Metro pass up to \$60 per month</p>
<p>Holidays</p>	<p>New Year's Day, Birthday of Martin Luther King, Jr., President's Day, DC Emancipation Day, Juneteenth, Memorial Day, Independence Day, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day (the day before and the day after Thanksgiving), Christmas Day</p>

<p>PTO</p>	<p>School-year staff with 10-months contracts receive 80 hours of PTO</p> <p>Year round staff with 12-month contracts receive 80 hours of PTO during the school year and an additional 80 hours during the summer session</p> <p>Staff with 11-month contracts receive 80 hours of PTO during the school year and an additional 40 hours during the summer session</p> <p>The total hours are prorated based on the day of hire</p>
<p>Additional PTO</p>	<p>Religious Holiday: 16 hours PTO</p> <p>Paid Bereavement (Immediate)- 80 hours PTO. This leave includes miscarriages</p> <p>Paid Bereavement (Extended)-16 hours PTO</p>
<p>Federal and DC Family and Medical Leave</p>	<p>An employee who has worked for twelve months, and has worked at least 1,000 hours in the preceding twelve months, without break in service, may be eligible for up to a total of 16 weeks of unpaid family and /or medical leave in a 24-month period, for qualifying reasons.</p> <p>For eligible employees, Breakthrough Montessori provides eight weeks of paid parental leave.</p>
<p>Professional Development</p>	<p>Employees may use up to \$250 per year for approved professional development. Requests are evaluated on an individual basis</p>
<p>Employee Assistance Program</p>	<p>ComPsych</p> <p>100% Employer paid</p> <p>Employees receive free short-term counseling, legal guidance, financial resources, referrals, and follow-up services to employees who have personal and/or work-related problems.</p>
<p>Continuing Education</p>	<p>Breakthrough Montessori will support the continuing education of select staff members with a grant up to \$20,000</p>

Please note: Wherever conflicts occur between the contents of this information and the policies of Breakthrough Montessori, the terms and conditions outlined in the policies shall prevail. This summary listing does not include all limitations and exclusions that apply. If you need more information that needs to be listed here, please get in touch with Human Resources.