



PHAROS ACADEMY

EMPLOYEE BENEFITS OVERVIEW

MEDICAL BENEFITS

- Competitive medical, dental, & vision benefits through United Healthcare
- HSA & PPO plans available
- HRA provided by Pharos
- FSA options available
- EAP offering mental health & wellness resources

PAID TIME OFF

- Teachers: 5 Sick Days & 2 additional PTO Days
- Federal holidays and all school breaks off
- 6 weeks paid for summer break
- Administrators: 13 PTO days + federal holidays & school breaks (not including summer)

ADDITIONAL BENEFITS

- Health & Wellness paybacks & discounts
- 401k plan employer match up to 5%
- Life insurance & disability (STD & LTD)
- MTA Commuter Benefits
- Parking for out of borough commuters
- \$100/mo GrubHub allowance
- Complimentary coffee & breakfast daily

COMPENSATION

- Starting salary for teachers is \$80,000.
- Performance-based salary increases.
- Teachers with 97% + daily attendance eligible for additional bonuses.

LOYALTY REWARDS



Employee benefits premium will be paid in full after 3 years of service. Cost of benefits for new staff is only 20% of total health insurance premium!



Pathways for Masters of Arts in Teaching (MAT), Certification, & Leadership Development for eligible staff members.