



## CEDAR PARK CHRISTIAN SCHOOLS *EMPLOYEE BENEFIT PACKAGE*

MS:admin/contracts/benefits rev 6-2023

### **INSURANCE & RETIREMENT**

#### Full-time employees (30+ hours/week):

- **Medical:** Kaiser Permanente (majority of premiums paid by the Church)
- **Dental:** Delta Dental of WA (majority of premiums paid by the Church)
- **Health Savings Account**
- **Health Reimbursement Account**
- **Life Insurance(10K)**
- **Long-Term Disability**
- **403(B) Retirement Plan:** Pre-tax, Cedar Park will match up to 3%
- **Roth IRA:** After-tax, Cedar Park will match up to 3% (403B or Roth, but not both)
- Voluntary Benefits (provided at employee expense only): Vision (VSP), AD&D, Additional Voluntary Life

#### Part-time employees working 20-29 hours/week:

- **403(B) Retirement Plan:** Pre-tax, Cedar Park will match up to 3%
- **Roth IRA:** After-tax, Cedar Park will match up to 3%
- Voluntary Benefits (provided at employee expense only): Vision (VSP), AD&D, Life Insurance, Critical Illness, Injury/Accident

*Additional coverage for family members may be purchased by the employee at their expense.*

### **SICK LEAVE**

- **FULL-TIME EMPLOYEES (30+ hours/week): 8 days paid sick leave per year**, accumulative to 16 days, which may include 2 personal days (*must be approved by the Superintendent or the School Board*).
- **PART-TIME EMPLOYEES (20 to 29.9 hours/week): pro-rated based on number of hours worked.**

### **TUITION DISCOUNTS**

#### **FULL-TIME EMPLOYEES (30+ hours/week):**

- **50%** discount for employees who are tithing members at one of the Cedar Park Assembly of God Cathedral Churches.
- **35%** discount for employees who attend other churches.

#### **PART-TIME EMPLOYEES (20 to 29.9 hours/week):**

- **35%** discount for employees who are tithing members at one of the Cedar Park Assembly of God Cathedral Churches.
- **20%** discount for employees who attend other churches.

*Employees hired for less than 20 hours per week are not eligible for tuition discounts.*