St. George’s School Benefits Package

**Medical Plan:**
- Blue Cross & Blue Shield High Deductible Plan (Individual, 2-Party, or Family)
- **OR**
- Buy-out option for those who have insurance coverage outside of St. George’s

**Dental Plans:**
- Delta Dental of RI Low or High Option (PPO) Plan

**Section 125 Plan:**
- Payment of medical & dental premiums on a pre-tax basis
- Flexible Spending Account for health and dependent care expenses

**Health Savings Account (HSA):**
- Payment of medical & dental premiums on a pre-tax basis
- Employer and employee contributions
- Account is owned by the employee
- Account earns interest
- Provides tax savings
- No “use it or lose it” rules

**Employee Assistance Program:**
- Outside confidential counseling services for employees and immediate household family member for: Parenting & childcare, Eldercare, Relationships, Work & Career and Financial.

**Housing (Faculty):**
- For the convenience of the School, housing is often provided, unless the Head of School or Dean of Faculty approve other arrangements.

**Summer Study Grants (Faculty):**
- Funds for study or travel are awarded at the discretion of the Head of School.

**Short-term Disability Insurance**

**Long Term Disability Insurance**

**Life and Accidental Death and Dismemberment Insurance**

**Vacations**

**Holidays (Staff Employees):**
- Up to 11 paid holidays per year

**403(b) Pension Plan & Tax Sheltered Annuity:**
- The school will contribute a percentage of your unadjusted gross earnings monthly to this plan after completing two years of uninterrupted eligible service and attaining age 21.
- Employees may contribute a portion of their earnings up to the IRS limit.

**Tuition Remission:**
- Available for children of eligible employees who successfully qualify for admission and wish to attend St. George’s as day students.
- Faculty may also request tuition funds to send their children to secondary schools other than St. George’s.

**Service Recognition Awards:**
- Presented for each 5-year service milestone completed.

**Sabbaticals (Faculty):**
- Paid sabbaticals for one semester or one year may be requested through the Dean of Faculty and Head of School.

**BuyAmerica Benefits Program:**
- Employees are eligible to take advantage of a wide variety of discounts by accessing the BuyAmerica Benefits web site.

**Newport Chamber of Commerce Member to Member Discounts:**
- Employees are eligible to take advantage of discounts offered by area merchants who are Newport County Chamber of Commerce members.