



EMPLOYEE BENEFITS SUMMARY

Explore our comprehensive range of benefits from health, dental and vision insurance, work/life benefits, Life/Long Term Disability, financial, and many others that employees may earn while working in the organization.

This is a brief description of KIPP Capital Region benefits for 10/12 month full-time eligible employees, which begins the first of the month following your date of employment.



HEALTH INSURANCE

KIPP Capital Region provides an **Empire Blue Cross EPO** network health & prescription drug insurance plan to all employees working 30+ hours a week with a generous employer-funded Health Reimbursement Account that covers 90% of the deductible.



EMPLOYEE ASSISTANCE PROGRAM

The free, voluntary, and confidential program offers Counseling, Legal Consultation, Financial Consultation, ID Recovery, Wellness Support, Dependent Care, Daily Living Resources & Crisis Consultation.



LIFE, AD&D, AND LONG TERM DISABILITY INSURANCE

- **Life and Accidental Death and Dismemberment** Insurance covers 3x annual salary up to \$200,000 distribution to beneficiaries
- **Long Term Disability** coverage provides 67% of your monthly income up to \$5,000



403(b) PLAN & FINANCIAL WELLNESS RESOURCES

- **Generous Employer Match:** after the first month of service. A **6%** for the first 9 years, then a **9%** match thereafter.
- **Vested after the 1st year of employment**
- Financial Wellness Library, Webcasts, and CFP Certified Coaches available via chat or by phone to tailor your future savings plan



DENTAL & VISION INSURANCE (In and Out of Network Coverage)

- **Dental Insurance** - Preventative and diagnostic care at up to 100% when you see a dentist within the network. That includes x-rays, cleaning, and exams. Orthodontic care and treatment for eligible dependents, including children and adults.
- **Vision Insurance** - Covers checkups and eye exams (adult and pediatric) and eligible allowances for glasses or contacts. Coverage renews annually.



WORK/LIFE INTEGRATION

- **Paid School Breaks and Holidays** (school breaks may vary depending on role)
- Generous **Paid Time Off**
- Educational and Professional Development Assistance up to **\$4,000 per school year**
- **Daycare Services** with Infinite Care at KIPP



VOLUNTARY BENEFITS ADD-ONS

- **FSA Medical** to covers pre-tax medical expenses
- **Dependent Care** to set aside pre-tax dollars for dependent care expenses
- **AFLAC** Individualized supplemental insurance
- **Personal Lines of Insurance** - Life, Auto, Home and much more with 24/7/365 claims service
- **Supplemental Whole Life and Long Term Care Insurance**



ADDITIONAL BENEFIT PERKS

- International Travel Medical, Dental, and Vision Coverage
- Pet Insurance
- Telehealth Services 24/7/365
- Enhanced Health & Wellness Services
- Health & Benefits Mobile App
- Healthy Living & Workplace Perks up to **\$1,100** in Rewards
- **TicketsatWork** an exclusive benefits program that provides discounts and special offers for travel and entertainment



www.kippcapital.org