



# TRINITY ACADEMY

## Employee Benefits

**Compensation philosophy:** Working at Trinity Academy provides many benefits, beginning with the opportunity to help equip students to live with wisdom, excellence, and purpose by assisting in the delivery of an education grounded in the Christian faith and the classical tradition! While answering the call to train young hearts and minds is rewarding, we understand there are other employment factors that go into making a decision. As Trinity Academy strives to become the premier classical Christian institution in the Triangle for Christ-centered families, we also seek to be the employer of choice for talented, Christ-centered faculty and staff. Therefore, we have compiled the following list of additional benefits that come with being a Trinity Academy employee:

- Working in a Christian environment, centered around a Christian mission, with colleagues who pray for you and with you.
- Generally smaller class sizes than most area schools
- A competitive salary
- 50% tuition remission\* for any of your children enrolled at Trinity, while still being eligible to apply for financial assistance if needed.
- One free lunch per week during the school year through our hot lunch vendor program
- A 401(k) Retirement Plan with up to a 5% dollar-for-dollar, non-taxable match by Trinity Academy\*
- Free after-school care for Trinity TK-6<sup>th</sup> students (while staff are required on-campus to complete professional responsibilities) and a staff discount for some other Extended Learning activities including Camp Trinity summer camps and sports camps.
- Professional development opportunities throughout the year on-site and approved off-site conferences.
- An internal certification program so that faculty seeking to grow and develop can reach higher levels of certification, providing a small annual stipend for those at the highest levels.
- Competitive medical/health insurance program\*
  - More than 50% of employee-only health insurance premium covered by Trinity Academy.
  - Optional Health Insurance for spouse, children, or family + children
  - \$5,000 deductible with Trinity reimbursing after the first \$500 for major health events (i.e. – unplanned hospitalizations) is paid by employee towards the deductible. This often caps maximum in-network out-of-pocket expenses at less than \$2,000/individual.
  - Optional insurance includes Dental Insurance (50% of employee-only premium paid by Trinity), Vision Insurance (100% of premium covered by employee), and access to various supplemental insurances (100% of premium covered by employee).
  - No-cost access to health advocate to assist with a variety of medical needs including 24/7 access to a registered nurse, locating eldercare and support services, and support finding specialists in the area.

*All benefits subject to change*



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- Trinity paid Basic Life Insurance in the amount of 1x annual pay (up to \$50,000)
  - Employee opportunity to purchase additional life or accidental death and dismemberment insurance.
- Long-term disability income insurance of up to 60% of monthly income (salary cap applies), paid by Trinity.
- A leave policy designed to allow employees to accrue enough leave to cover the gap between absences and long-term disability, so that if you must go on disability, you have 100% of your pay until long-term disability begins.
- A family friendly calendar including strategically placed non-academic days for family life/work balance including a full week at Thanksgiving and a winter break in February.
- The ability to pursue additional compensation for serving in a stipend funded role such as coaching.
- Ability to apply for up to \$3,000 for the Anna Heimbach Continual Learning Fund for staff to pursue professional development opportunities outside the standard offerings of the school itself.
- Faculty and Staff with currently enrolled Trinity students, are eligible for up to \$500 (50%) referral tuition credit. The relationship with the newly enrolled family should be a pre-existing relationship/connection outside of your job at Trinity.

\*Represents a specific minimum number of employed hours required to receive some of these benefits.

September 12, 2023

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