



Employee Benefits

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 factors that go into making a job decision. Therefore, we have compiled the following list of additional benefits that come with being a Trinity Academy employee:

- A competitive salary
- 50% tuition remission* for any of your enrolled children, while still being eligible to apply for financial assistance if needed.
- One free school lunch per week during the school year
- 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-6th students (while staff are required on-campus to complete professional responsibilities) and 50% discount for other Extended Learning activities including Camp Trinity summer camps and sports camps.
- Competitive medical/health insurance program*
 - Slightly over 50% of employee-only health insurance premium covered by Trinity Academy.
 - Optional Health Insurance for spouse, children, or spouse + children
 - \$5,000 deductible with Trinity reimbursing major events (i.e. – unplanned hospitalizations) after the first \$500 is paid by employee towards the deductible.
 - 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.
 - This is a self-funded plan that has helped control premium costs over the past decade.
- 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
- Disability income insurance of up to 60% of monthly income
- A family friendly calendar including a week off at Thanksgiving and other strategically placed non-academic days for family life/work balance.

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