



Columbus Academy

Columbus Academy offers competitive salaries and a generous compensation package with a wide range of benefits to help meet the needs of our faculty and staff members. The following benefits are available to our full-time employees:

- **Employee Assistance Program (EAP)**

Columbus Academy provides an EAP that is paid 100% by the school. This service is available to all employees whether full-time or part-time. The EAP offers services to promote well-being and enhance the quality of life for employees and their families.

- **Medical Insurance**

Columbus Academy offers a choice of medical plans at different tier levels that includes a prescription drug program. Full-time employees that work at least 30 hours a week are eligible for insurance.

- **Dental and Vision Benefits**

Dental coverage provides preventative, basic, major and orthodontia care for adults and children. The vision access program allows eligible persons to receive discounts on vision care services or supplies.

- **Health Savings Account (HSA)/Flexible Savings Account (FSA)**

An HSA/FSA empowers you to set aside pre-tax money from each pay to help pay for eligible health care or dependent care expenses.

- **Life/AD&D insurance**

All benefits eligible employees receive an employer paid \$100,000 life insurance benefit at no cost to employees. Employees are also able to purchase voluntary supplemental life insurance.

- **Retirement Benefits (TIAA)**

According to the terms of their employment, employees are eligible to participate in a non-matching or matching 403(b) TIAA retirement plan.

- **Early Retirement Incentive**

Columbus Academy offers an early retirement incentive to employees that must meet certain requirements to qualify for medical insurance coverage for themselves and their spouses until age 65 under the school's group medical insurance plan.

- **Partial Tuition Remission for Children of Employees**

It is Columbus Academy's intention that qualified children of its employees should be able to attend the school without significant financial hardship to the employee.

- **Children's After School Experience (C.A.S.E.)**

Staff members who regularly have 30 hour per week assignments are eligible for our Children's After School Experience (C.A.S.E.) until 6:00 p.m., free of charge.

- **Tuition Reimbursement/Certification**

Columbus Academy strongly endorses the continuing education of its employees and has funds budgeted to help pay college and university tuition costs.

- **Professional Development Opportunities**

Columbus Academy offers a variety of options that encourage participation and leadership. Employees are also encouraged to attend external opportunities, including but not limited to courses, conferences, seminars, professional association memberships and more.

- **Holidays**

Columbus Academy observes 13 paid holidays throughout the calendar year.

- **Long-term Disability**

100% employer paid long-term disability coverage provides employees with long-term income protection at 60% of their salary.