

# BENEFITS: THE ASPIRE WAY

AT SCHOOL SITES

## CORE HEALTH BENEFITS

Aspire pays 100% of the base plan option and a portion of all other options for you and your dependents. Aspire's Health Benefits are one of the most generous in our field.

## SAVINGS + REIMBURSEMENT BENEFITS

Aspire offers pre-tax plans that allow you to pay for eligible expenses and save for retirement.

## AUTOMATIC ASPIRE-PAID BENEFITS

Aspire automatically pays 100% of your coverage. No sign-up is required.

### MEDICAL

- Kaiser Permanente HMO - High and Low options (CA only)
- Aetna HMO option (CA only)
- Aetna PPO and HDHP Options

### DENTAL

- Delta Dental
- DHMO and PPO options

### VISION

- Vision Service Plan

### TEAMMATE FUNDED VOLUNTARY BENEFITS

Additional insurance coverage is available for you to purchase to supplement Aspire-paid benefits.

- CIGNA Voluntary Term Life
- Unum Group Voluntary Short Term Disability (STD)
- Unum Group Accident Insurance
- Unum Group Critical Illness Insurance
- Unum Hospital Indemnity Plan

### RETIREMENT

- American Funds 403(b) Retirement Account
- State Retirement Programs (mandatory, for eligible teammates)

### PAID TIME OFF

Aspire grants Paid Time Off (PTO) to provide benefit eligible employees with the flexibility to meet both work and personal needs. Aspire Teacher positions and most Non-Teacher positions at school sites accrue:

- 3 PTO days each school year/1 hour per pay period
- 9 days of paid sick time per school year/3 hours per pay period
- Time off also includes school breaks based on the regional calendar

### TUITION REIMBURSEMENT

Aspire will reimburse teammates for courses that offer growth in an area related to his or her current position, or outstanding student loans, up to a maximum of \$1,500 per year! *Please review the eligibility criteria for participation.*

### FLEXIBLE SPENDING & HEALTH SAVINGS ACCOUNTS

- FSA Health Care Reimbursement Account
- FSA Dependent Care Reimbursement Account
- FSA Commuter Benefit (Parking and Transit)
- HSA Health Savings Account (HDHP enrollees only)

### ADOPTION ASSISTANCE PROGRAM

Aspire supports teammates who wish to adopt a child. Aspire will reimburse regular, full-time teammates for an adoption that has been finalized within the last 12 months up to a maximum of \$2,500 (\$208.34/month or \$104.17/pay period). Benefit eligible, part-time teammates can receive up to a maximum of \$1,875 (\$156.26/month or \$78.13/pay period).

### INSURANCE (CIGNA)

- Life & Accidental Death & Dismemberment Insurance
- Short Term Disability
- Long Term Disability

### EAP

- Claremont Employee Assistant Program (EAP) provides professional, confidential counseling at no cost to you and your family members.
- The EAP also provides access to legal and financial consultation and work/life referrals.

### EMPLOYEE DISCOUNTS

- Free online access to a huge selection of discounted tickets, travel, recreation and gifts.
- Discounts of 10% - 40% on products and services from such premium brands as Disneyland and AMC Theaters.



For additional information or questions, please contact [benefits@aspirepublicschools.org](mailto:benefits@aspirepublicschools.org)