

LUZERNE COUNTY HEAD START, INC.

FULL TIME Benefit Package

A Competitive Benefits Package "Comparable to None" from the area's Leader in Early Childhood Education!

Academic School Year: The majority of LCHS services operate on a school year basis with preschool **Head Start** center-based services beginning August and completed in June; staff work Aug-June with an established summer break; the **Early Head Start** Home Visiting program operates on a 12-month schedule.

Anniversary Celebration: Each year in May LCHS celebrates the birthday of Head Start with a luncheon celebration is held during which Scholarship awards are given to past Head Start students graduating from high school and going on to higher education as well as service awards for staff.

Bi-Annual Physical Exam: Committed to keeping staff healthy, required bi-annual exams with TB screen are reimbursed up to \$40.

Bilingual Adjustment: Eligible staff proficient in the use of a second language that benefits the agency can receive 5% pay adjustment.

Bi-Weekly Pay Schedule: Bi-weekly pay schedule, Friday pay; 10-month staff can receive pay in a full year option with separate account withholding.

Career Development/Tuition Reimbursement Program: Reimbursement at the state equivalent rate for college coursework per semester.

College Tuition 529 Program-"nowU": Payroll deduction available; voluntary employee contribution for child college education.

Credit Union: LCHS is a member agency of the Cross Valley Federal Credit Union; payroll deduction/direct deposit is available.

Cost of Living Allocation: Staff employed on the date of the Federal award will receive a Cost of Living Allocation, based on approved funding.

Employee Assistance Program: Clinical, outreach and prevention/education services, with Wyoming Valley Alcohol and Drug Services (alcohol and substance abuse) and CIGNA/NY Life for referral services for personal, family and financial counseling.

Employee Connection Committee (ECC): Staffing committee to coordinate agency activities that promote positive employee morale.

Employee Referral Program: Current employees can refer a prospective applicant for employment in the agency. The referring employee receives \$300 once the referred applicant is hired and completes 6 months of service.

Direct Deposit of Paycheck: Available with all banking institutions, credit unions with pay available guaranteed as of 9am pay day morning.

Flexible Benefit Plan-Section 125 Plan: A voluntary employee tax-deferred savings program to offset Medical/Health expenses and/or Day Care expenses.

Health Insurance: Geisinger Health Plan with optional Guardian Dental, Vision Plan. Coverage 1st of the month following a 30 day waiting period. Employee co-pay of premium (between 12%-27% dependent on plan selected. A "Cash Out" Option is if covered elsewhere. Coverage can include Individual to Family. An **HRA-Health Reimbursement Account** is coupled with the plan to assist employees and their families with meeting the employee's portion of the annual deductible (\$1500 individual/family). Summer coverage at Individual plan for 10-month staff is continued at no additional employee cost.

Holidays: PAID schedule up to 25 paid days/year and dependent upon staff individual working schedules: New Years' Day - Memorial Day - President's Day - Juneteenth - Fourth of July - Labor Day - Columbus Day - Martin Luther King Day - Veteran's Day - Spring Vacation (3 days) - Thanksgiving (3 days) - Christmas Day/Extended Holiday

"Jean Days": Casual dress days, typically Fridays each week; staff contribute \$1 to "give back" for specified charitable causes.

Life Insurance: FT staff only, Agency-paid plan, automatically enrolled following 90-Day Waiting period; Benefit at 1x annual salary.

Long Term Disability: FT staff only, Agency-paid plan, automatically enrolled into plan following 90-Day Waiting period; LTD at 60% of monthly salary after waiting period, for long term period of own personal illness.

Mileage Reimbursement: Reimbursement for use of personal vehicle for business related purposes at established Federal Rate.

Paid Time Off:

Personal Time: 3 days per school year according to a defined schedule (OCT 1, JAN 1, APR 1) for preschool staff; time may be carried over to consecutive school years, up to 6 days max; Full Year/12-month staff receive 1 day per year (JAN 1).

Sick Days: id time off for the purposes of illness after 90-Day Waiting period. Accrual begins the first day of work, based on hours worked. Average number of days accrued per year is 11; maximum accrual is 65 working days.

Vacation Time: Full Year/12-month staff receive 2 weeks (yr 1) up to 4 weeks (yr 5); time is accrued bi-weekly, carry-over from one calendar year to next up to 1 week. Vacation Buy-Back: Up to 1 week's unused time can be requested to "buy back" at the end of a fiscal year, pending avail funding.

Retirement Plans: LCHS 401(k) plan following a 1 year waiting period, employer-only contribution savings plan at 7% of salary with investment opportunities; Optional 401(k) plan is a voluntary employee-only contribution program with investment opportunities.

Safety and Wellness Programs: LCHS is dedicated to the health, safety and well-being of all staff, children and families in the program with a State certified Safety Committee. The staff Health and Wellness Committee offers staff participation in various programs for maintaining a healthy lifestyle.

Smoke Free Environment: All Head Start facilities are smoke-free; we serve as a role model for children, families and the community.

Staff Mental Health Services: On-site counseling services provided by a partnering licensed counselor; CIGNA/NY Life insurance referral services also available.

Staff Newsletter "Center Connection": Agency prepared newsletter keeping the staff "connected" by sharing agency news and benefits.

Student Loan Forgiveness: Deferment and/or cancellation of eligible student loans for bachelor's degree; certain restrictions apply.

Teacher Stipend: For Teachers holding an AA Degree and actively pursuing a BA/BS, a \$750 stipend is given after 12 credits obtained.

Training Opportunities: PAID training opportunities for the employee's professional development and career path.

Years of Service Awards: Annual subsidy awarded to staff for years of service in the agency.