



The Communities In Schools of Houston compensation structure strives to be competitive and market-driven. It reflects the organization’s culture, enhancing our ability to attract and retain highly qualified talent while motivating employees to perform at the best of their competencies, abilities and skill sets and providing opportunities for professional development and growth.

CIS understands the importance of having an attractive, comprehensive and affordable Employee Benefits Program. We strive to offer competitive coverage guided by an annual review and cost comparison of our benefit offerings across national carriers in order to provide the support, peace of mind and savings that our diverse group of employees and their families rely upon for their holistic wellbeing.

## Benefit Summary

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
<b>Medical Insurance</b>	Cigna Open Access Plus Cigna Open Access Plus – In Network Cigna Local Plus- In Network	62% Employee Only 67% Employee Only 91% Employee Only
<b>Dental Insurance (includes discount vision plan)</b>	Cigna DPPO Cigna DHMO	29% Employee Only 100% Employee Only
<b>Vision Insurance</b>	Cigna Vision Group rates on vision insurance that covers annual eye exam. EyeMed Network	Employee-paid
<b>Section 125 Flexible Spending Account</b>	TASC Pre-tax Health Care Reimbursement Account TASC Pre-tax Dependent Care Reimbursement Account	Employer-sponsored Employee-funded
<b>Life/AD&amp;D Insurance</b>	New York Life Life: 2x Annual Salary plus \$20,000 up to a maximum of \$200,000 - Employee Only \$5,000 - Spouse \$2,500 - Child AD&D: An additional benefit is payable for Accidental Death & Dismemberment	100%
<b>Long Term Disability</b>	New York Life 70% of monthly pre-disability earnings up to a maximum of \$7,500 90-day waiting period	100%
<b>Short Term Disability</b>	New York Life 60% of weekly covered earnings up to a maximum of \$1,000 per week for up to 11 weeks 14-day waiting period	Employee-paid
<b>Life/AD&amp;D Insurance (Voluntary)</b>	New York Life Group rates on supplemental Life & AD&D Insurance up to a maximum of \$500,000 – Employee Only	Employee-paid

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
<b>Life/AD&amp;D Insurance (Voluntary) continued</b>	Up to a maximum of \$125,000 – Spouse Up to a maximum of \$10,000 - Child	Employee-paid
<b>Critical Illness Insurance</b>	MetLife Group rates on critical illness insurance that provides a lump-sum payment upon the first diagnosis of a Covered Condition.	Employee-paid
<b>Accident Insurance</b>	MetLife Group rates on accident insurance that provides payments for injuries, medical services and treatments as a result of an accident.	Employee-paid
<b>403b Plan</b>	1% of salary contributed by employer	1%
<b>403b Match</b>	403b Match (discretionary) <ul style="list-style-type: none"> <li>\$1.00 per \$1.00 up to 5% of salary</li> <li>5 year vesting schedule</li> </ul>	5% Maximum Contribution
<b>Paid Time Off</b>	<b>Vacation:</b> 3 weeks (112.5 hours) per year Scheduling of Vacation is dependent on position <b>Personal:</b> 3 days (22.5 hours) per anniversary year Generally available to use after first pay period worked <b>Sick:</b> 1 day (7.5 hours) earned per month up to a maximum of 90 days (675 hours) Generally available to use after first pay period worked	100% (No annual or resignation payout on unused paid time off)
<b>Holidays/Office Closures</b>	20-25 days dependent on school district/system academic calendars	100%
<b>Teladoc Health: Mental Health Program</b>	Virtual counseling from psychologists and therapists, psychiatry and digital programs available 7 days a week. This benefit is <b>only</b> available to CIS employees, their spouse and dependent children ages 18 to 26 who are also enrolled in a CIS medical plan.	100%
<b>New York Life Employee Assistance and Wellness Support Program (EAP)</b>	EAP: Confidential service available 24/7/365 that provides up to 3 telephonic counseling sessions, per issue, per year; Guidance Resources: Provides online educational tools and resources; Well-being Coaching: 5 telephonic coaching sessions per year; FamilySource: Access to family care service specialists	100%
<b>Public Service Loan Forgiveness (PSLF)</b>	CIS is a nonprofit organization that is tax-exempt under sections 501 (c)(3) and therefore is a qualified employer under the PSLF program.	