



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