



# Teacher Experience

## Community Benefits

### Creative freedom supported by:

- Collaborative creation of curriculum
- Reserved time for faculty dialogue and professional learning
- Annual classroom supply budget

### Professional growth supported by our Adult Learning Community:

- Center for Research on Equity and Innovation Improvement Networks & Institutes
- Graduate School of Education Programs
- Teacher Center CA District Intern & Induction Programs

### Staff benefits:

- HTH K12 School Admission Preference for dependents
- Modified Traditional School Year (190 day minimum contracts)
- Nominal gym membership & mobile plan reimbursement  
(see HTH Employee Handbook for details)

### Additional income opportunities:

- HTH Adult Learning Instruction
- HTH Teacher Mentorship
- HTH On the Road Facilitation

## Sample Compensation Package\*

### Direct Compensation

Salary:	\$54,234.00
HTH Paid Benefits:	\$16,235.17
<b>Total:</b>	<b>\$70,469.17</b>

Benefits	Plan	Coverage	Your Contribution	HTH Contribution
Medical Insurance	Kaiser HMO	EE Only	\$0.00	\$5,490.72
Dental Insurance	CIGNA PPO	EE Only	\$0.00	\$429.12
Life and AD&D Insurance	CIGNA	EE Only	\$0.00	\$103.05
CalSTRS Classic Member	CalSTRS	EE Only	\$5,558.99	\$8,829.30
State Disability Insurance	EDD	EE Only	\$542.34	\$0.00
Worker's Compensation	WC	EE Only	\$0.00	\$569.46
Unemployment	UI	EE Only	\$0.00	\$27.12
Social Security/Medicare	SS/MC	EE Only	\$786.40	\$786.40
Life Assistance Program	CIGNA	EE Only	\$0.00	Incl. w/life ins.
<b>Total:</b>			<b>\$6,887.73</b>	<b>\$16,235.17</b>

\*Sample based on 5th year Teacher, step 5 with a Master's degree and employee only coverage with Kaiser

[HTH Compensation Framework](#)

### Voluntary Benefits:

- 403b/457 Retirement Accounts
- AFLAC
- Flexible Spending Accounts
- Supplemental Life Insurance
- Vision

### Leave Benefits:

- Employees contribute to a local withholding for State Disability Insurance (SDI) which may be used for disability or family leave through California's Employment Development Department
- Sick leave provided per the San Diego City Ordinance section 39.0113(p)