



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

Voluntary Benefits:

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

Sample Compensation Package*

Direct Compensation

Salary:	\$54,234.00
HTH Paid Benefits:	\$16,235.17
Total:	\$70,469.17

			Your	HTH
Benefits	Plan	Coverage	Contribution	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.
Total:			\$6,887.73	\$16,235.17

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

[HTH Compensation Framework](#)

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)

NONDISCRIMINATION POLICY AND COMPLAINT PROCEDURE NOTIFICATION

HTH does not discriminate on the basis of actual or perceived sex, sexual orientation, gender, gender expression, gender identity, ethnic group identification, immigration status or citizenship, race, ancestry, national origin, color, religion, religious affiliation, creed, mental or physical disability, age, parental, family, marital status, and any other or any other basis protected by applicable law in employment, admission, or educational program or activities. Additional information, including the unlawful harassment policy and complaint procedures for persons alleging discrimination on basis of any of the protected classifications can be viewed [here](#) or by contacting employment@hightechhigh.org.