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

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

*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, 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: https://www.hightechhigh.org/handbook/