



BENEFITS

At MSS, we invest in your long-term well-being!



HEALTH INSURANCE

Medical Insurance Coverage

- Blue Choice Health Plan of South Carolina: Preferred Provider Plan (PPO)
- High Deductible Health Plan (HDHP).
- Both plans include a nation-wide network of physicians. Eligible employees may elect coverage for themselves and their eligible dependents to suit their needs.

Prescription Drug Coverage

Your medical insurance plan has a prescription benefit based on a nominal co-pay and includes mail-order options for maintenance drugs.

Dental Insurance

Dental insurance is provided by Guardian. As an eligible MSS employee, you may choose to cover yourself and your eligible dependents with dental insurance.

Vision Insurance

Vision insurance is provided by Guardian. This is a network based program, similar to the medical program. Our plan uses the Davis Vision network.

Tax-Favored Spending Accounts

More information is available on each account type by request.

- Medical Flexible Spending Account (MFSA) – Administered by ADP.
- Dependent Care Flexible Spending Account (DCFSA) – Administered by ADP.
- Health Savings Account (HSA) – Administered by OPTUM Bank.



FUN BENEFITS

Employee Referral Program

Refer a friend or family member to MSS! Once hired, you'll get a \$1000 bonus!

Retention Bonus Programs

For every five years of continued full-time employment, you will receive \$10,000 paid out at the end of the school year.

Paid Time Off

Eligible for paid time off including sick leave, personal leave and holiday pay.

Professional Development

We provide our teachers with rich opportunities to continue learning, leading and growing as professionals.



EMPLOYEE + FAMILY WELLNESS

- Counseling for depression, marital and family conflicts, stress, anxiety, etc.
- Substance abuse counseling
- Legal advice on contracts, civil issues, divorce, real estate transactions, etc.
- Financial advice for getting out of debt, saving for college or retirement, tax issues, estate planning, etc.
- Adoption counseling/assistance
- Budget and long term savings assistance



RETIREMENT PLANS

- No-penalty rollover to our 403(b) plan
- No-penalty partial rollover to our 403(b) plan
- Let your money grow where it is currently
- Withdraw a lump-sum with 20% tax deduction

Start contributing with **Mass Mutual** right away as an employee of Meeting Street Schools!



LIFE INSURANCE + DISABILITY

Life Insurance & Accidental Death Disability

MSS provides, at no cost to you, Basic Life insurance and AD&D insurance equal to one time your base salary, calculated every August.

Additional Life Insurance

You may purchase additional Optional Life Insurance for yourself up to \$300,000. You may elect coverage on your spouse up to \$250,000. Lastly, you may elect insurance on your children at a flat coverage amount of \$10,000.

Short-Term Disability Plans

MSS offers a program that provides you with 60% of your weekly income for up to thirteen weeks at no extra cost to you.

Long-Term Disability Plans

MSS provides, at no cost to you, a program designed to pay a portion of your ninety day elimination period

Accident Insurance

Provides employees and dependents peace of mind through life's accidents.

We believe great teachers should be
compensated well.
See how we're doing it.



5% base above the typical teacher salary scale.

\$2,500 for teacher referrals.*

\$10,000 teacher retention bonus after five years.

\$20,000 or more in potential bonuses per year for student growth.**

*referred teacher must be employed for one full year
**available to the Lead teacher in each classroom (exclusions apply)