



**E.L. HAYNES PUBLIC CHARTER SCHOOL  
BENEFITS AT A GLANCE**

SY 2024-2025

E.L. Haynes is pleased to offer comprehensive benefit plans for employees and their eligible dependents. This summary provides an overview of the available benefits. In the event of a conflict between this summary and the formal plan documents, the formal documents will govern the terms of the plans and programs. (In the case of time off policies, the Employee Handbook is the governing document.) If you have any questions about the benefits plans, please contact the Talent Systems Manager, Aide Peralta ([aperalta@elhaynes.org](mailto:aperalta@elhaynes.org)).

<b>Health Insurance</b>		
<b>Medical Insurance - CareFirst</b>		
<p><b>HMO with Health Savings Account (HSA)</b></p> <ul style="list-style-type: none"> <li>● <b>Haynes pays 100% of the monthly for Employee-only coverage premium.</b></li> <li>● Option to add spouse/partner and children at additional cost</li> <li>● Coverage within the HMO network only.</li> <li>● Required to choose a Primary Care Physician; referrals needed for specialty care.</li> <li>● Members pay an annual deductible before the plan pays for services.</li> <li>● Option to contribute to a Health Savings Account with pre-tax money</li> </ul>	<p><b>HMO</b></p> <ul style="list-style-type: none"> <li>● <b>Haynes pays 95% of the monthly premium.</b></li> <li>● Option to add spouse/partner and children at additional cost</li> <li>● Coverage within the HMO network only.</li> <li>● Required to choose a Primary Care Physician; referrals needed for specialty care.</li> </ul>	<p><b>POS</b></p> <ul style="list-style-type: none"> <li>● <b>Haynes pays 88% of the monthly premium.</b></li> <li>● Option to add spouse/partner and children at additional cost</li> <li>● Access to providers either in-network and out-of-network.</li> <li>● No referrals needed for specialty care.</li> </ul>



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<b>Dental Insurance - MetLife</b>	<b>Vision Insurance - GVS Vision</b>
<ul style="list-style-type: none"> <li>• <b>Employee-only plans are offered at no cost to the employee</b></li> <li>• Option to add spouse/partner and children at additional cost</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Employee-only plans are offered at no cost to the employee</b></li> <li>• Option to add spouse/partner and children at additional cost</li> </ul>

<b>Disability and Life Insurance</b>	
Coverage paid for by E. L. Haynes (no cost to employees)	Optional coverage, paid by employee
<ul style="list-style-type: none"> <li>• Basic Life/AD&amp;D Insurance</li> <li>• Short Term Disability Insurance</li> <li>• Long Term Disability Insurance</li> <li>• Travel Assistance Program</li> </ul>	<ul style="list-style-type: none"> <li>• Voluntary Life Insurance - for Employee, Spouse, Child</li> <li>• Accident Insurance</li> <li>• Hospital Insurance</li> <li>• Legal Insurance</li> <li>• Identity Theft Protection</li> </ul>

<b>Other Benefits</b>		
<b>Transportation</b>	<b>Retirement - 403(b)</b>	<b>Flexible Spending Accounts (FSA)</b>
<ul style="list-style-type: none"> <li>• Limited free parking spaces through an annual lottery</li> <li>• Mass transit benefits for those who don't receive a parking space. (WMATA SmartTrip or other local transit benefits.) E.L. Haynes contributes \$130 a month to this benefit.</li> </ul>	<ul style="list-style-type: none"> <li>• E. L. Haynes contributes 3% of employee salary to a 403(b) retirement account</li> <li>• Employer funds are fully vested after two years of service.</li> <li>• Option to contribute your own funds from each paycheck on a pre-tax or Roth basis.</li> </ul>	<ul style="list-style-type: none"> <li>• The option to set aside pre-tax money from each paycheck to pay for healthcare expenses or dependent care (child care or elder care) expenses.</li> </ul>



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<b>Wellness Benefits</b>	<b>Technology and Supplies</b>
<ul style="list-style-type: none"> <li>• One Medical membership access for all employees at no charge, regardless of enrollment in CareFirst</li> <li>• Employee Assistance Program</li> </ul>	<ul style="list-style-type: none"> <li>• A laptop is provided for each teacher</li> <li>• Paid Adobe Suite and Zoom subscriptions</li> </ul>

<b>Paid Time Off</b>	
<b>10-Month Employees</b>	<b>12-Month Employees</b>
<ul style="list-style-type: none"> <li>• 80 hours of personal leave days per school year.</li> <li>• Paid school holidays and breaks, per the school schedule</li> </ul>	<ul style="list-style-type: none"> <li>• 80 hours of Paid Time Off (PTO) per school year</li> <li>• Vacation allotment depends on your role. (Either 11, 16, or 21 days per school year)</li> <li>• School holidays</li> </ul>

<b>Paid Parental Leave</b>	<b>DC Paid Family Leave</b>	<b>School-Related Parental Leave</b>
<ul style="list-style-type: none"> <li>• E.L. Haynes ensures 8 weeks of paid leave for new parents for the birth or adoption of a child</li> <li>• For parents who work at least 35 hours per week</li> <li>• Paid in conjunction with the D.C. Paid Family Leave Program and short-term disability benefits, if applicable</li> </ul>	<ul style="list-style-type: none"> <li>• Paid leave for eligible employees through D.C. Office of Employment Services</li> </ul> <p>Paid leave is available for:</p> <ul style="list-style-type: none"> <li>• Birth or adoption of a child</li> <li>• Prenatal care</li> <li>• To care for a family member with a serious health condition</li> <li>• To care for your own serious health condition</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 24 hours off in a calendar year to attend or participate in a school-related event for your child.</li> <li>• Available to any employee who is a parent, guardian, or eligible family member</li> </ul>

Rates for benefits plans for the 2024-2025 school year are on the following page.