

Official employee benefits as a full-time employee of St. Mary Parish, Royal Oak:

- Medical coverage
 - Excellent coverage through Blue Cross Blue Shield
 - All plans other than PPO1 are 100% covered **for the employee** by St. Mary.
 - PPO1: if selected, the employee pays the difference between the next plan level and the cost of PPO1. That cost would be deducted from your pay.
 - Coverage for spouse/family is paid for by the employee.
- Dental coverage
- Vision coverage option- VERY reasonably priced.
- Flexible Healthcare Spending Account
- Life Insurance
 - St. Mary provides the amount of one-year's salary to your beneficiaries.
- Lay Employees Retirement Plan
 - Defined Benefit Pension Plan
 - Fully funded by St. Mary.
- Optional 403(b) MCC Retirement Savings Plan
- Short-term disability coverage (can be used for maternity leave)
- FMLA

More information on all of the above can be found at:

<https://www.micatholic.org/benefits/>

St. Mary Teacher "benefits":

- Teacher salaries are kept in alignment with the AOD Teacher Salary Scale.
- 10 days per year of paid time off (PTO)
 - Not separated into sick days/personal days; you get 10 days.
- Continuous pay over holidays/breaks
 - MOST teachers "defer pay" and spread their salary out over the summer break.
- \$1,000 Healthcare Bonus added to your salary if you do NOT elect benefits through St. Mary.
- Duty-free lunch and recess
- 6 prep/planning periods per week
- Teacher iPad and computer provided.
- Reimbursement for required new hire fingerprinting.
- Reimbursement for teacher certificate renewal.
- Reimbursement for catechist certification classes.
- Payment of/reimbursement for approved professional development.
- Processing fee for continuing education hours (SCECHs) is covered at no cost to teachers.
- Annual STEM item stipend
- Book Fair Dollars
- Teachers Pay Teachers school account.

- Hallow app subscription
- Formed subscription
- For full-time teachers whose children are students at St. Mary:
 - \$1,000 tuition discount per child.
 - No service hour requirement.
 - Free latchkey/extended care.
- Small class sizes, supportive school parents/community
- Supportive staff, pastor, and school administrators!

We are continually looking for ways to let our teachers know how vital they are to St. Mary Catholic School! These may seem like small items, but they add up! We truly try to minimize as much of the “out of pocket” costs for our teachers as we can.