

Comprehensive Benefits

The Martin De Porres School (MDP) is aware of the difficulties in juggling the needs of your career and personal life, which is why we have chosen some of the most reliable and well-respected service providers in the nation. These connections allow us to provide a full benefits package to our staff. As a company that values its employees, we take great pride in that.

Health Benefits

MDP provides the following health benefits to all regular full-time employees of 20 or more hours per week:

- Medical/Dental Insurance (Employees contribute toward the cost of coverage if selected)
- Life Insurance of 1.5 X salary paid entirely by MDP
- Long Term Disability Insurance paid entirely by MDP

Voluntary (Supplemental) Benefits Coverage (employee covers 100% of the premiums)

- AFLAC – multiple offerngs
- New York Life
- Norton LifeLock

Paid Time Off (for full time staff)

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| Sick Days | Up to 9 per year |
| Personal Days | Up to 3 per year |
| School Based Staff | Follow School Calendar for time off |
| Paid Holidays (Residential Staff) | Up to 13 per year |
| Vacation (Residential Staff) | Starting at 2 weeks for full time staff |

Retirement Benefits

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|---|---------------------------------------|
| Employer Pension Plan | MDP 100% of Contributions |
| Optional Employee Retirement Account (403b) | Employee Covers 100% of Contributions |

Career-Life Advancement Benefits

Educational Assistance

MDP thinks that a person's ability to contribute to the Agency will be enhanced by their formal education. After two years of service, MDP offers tuition reimbursement to assist self-improvement and educational goals that align with MDP's services.

- **Tuition Reimbursement:** MDP supports all employees who wish to further their education in pursuit of professional goals. Our employees are eligible to receive reimbursement on a portion of tuition depending on passing and completing the course, based on a maximum dollar and course credit amount.
- **[Public Service Loan Forgiveness \(PSFL\)](#) & [Teacher Loan Forgiveness](#):** As a non-profit organization, MDP qualifies as an organization to help college debt forgiven over the course of a set number of years. Each program is hyperlinked above to learn more. You must qualify for the federal program based on income and other factors to participate.

Work-Life Balance

Employee Assistance Programs:

Employees and their family members are eligible for confidential counseling and referral services to help them deal with life's problems. Services range from mental health and substance abuse counseling to childcare referrals, weight loss programs, stress management, training and much more...

For additional questions regarding benefits at Martin De Porres School, please contact:

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