



THE NEW SCHOOL OF SAN FRANCISCO

2023-24 Benefits Overview

Full-time, Non-exempt Staff

CAREER DEVELOPMENT + RESOURCES



- Professional development before the school years begins and over the course of the year
- Individualized PD based off professional goals (i.e. attending a workshop or learning experience)
- Opportunity to apply for a sabbatical after 5 years on staff, unpaid leave or via self-secured grant with full benefits

TIME OFF



- Paid national holidays; 7.5 paid sick and 2.5 paid personal days per year for full-time staff
- Additional breaks matching school calendar as unpaid days off
- 8 weeks full-pay for primary caregiver leave upon the birth or adoption of a child with option to take an additional 8 weeks off through CA State Disability at partial pay; personal days can be added to leave
- 2 weeks for co-caregiver leave (with option to take up to 4 additional weeks through CA State Family Leave and/or applying sick days)

WELFARE



- Life and accident insurance, short and long-term disability, and Employee Assistance Program (packages subject to change based on government and market changes)

RETIREMENT



- 403(b) defined contribution with a 3% employer match at year 1, 5% at years 2-5, and 7% at years 6+

HEALTH



- Medical, Dental and Vision; 100% employee, 100% dependent, 0% partner/spouse (packages subject to change based on government and market changes)

SALARY



- Competitive salaries for similar roles, years of experience, and degrees held
- Five-Year Retention Bonus: \$5,000
- Annual cost of living increase (approximately 1-3%)