

The Cottonwood School offers a comprehensive and competitive benefits plan as an important part of your total compensation package. Our benefits are designed to provide you and your family with a wide range of features and options to support your health and wellness, work, life and retirement needs.

HEALTH/DENTAL/VISION PLANS

The Cottonwood School's health, dental and vision plans cover employees and dependents on a pre-tax basis.

Employee medical premiums are paid for 100% by Cottonwood, plus a portion of dependent premiums.

Cottonwood also covers a portion of employee and dependent dental and vision premiums.

- Kaiser HMO & Sutter HMO plan options
- Guardian Dental HMO & PPO plan options
- Guardian/VSP Vision plan option





LIFE AND DISABILITY PLANS

Guardian Life and Disability options:

- Basic Life/AD&D (100% employer-paid)
- ❖ Voluntary Life/AD&D
- Voluntary Short Term Disability



ADDITIONAL BENEFITS

- Pre-Tax Flexible Spending Accounts (FSAs)
- Employee Assistance Plan (EAP) (100% employer-paid)
- Voluntary Accident, Hospital, Critical Illness plan options
- ❖ Discount Pet Insurance
- CalSTRS Pension2 403(b) and 457(b)

This overview highlights some of The Cottonwood School's benefits which are generally available to eligible employees who work at least 30 hours/week. This overview is not intended to be nor shall it be construed as a contract of any type. Every effort has been made to ensure the accuracy of the information presented. However, in the event of any discrepancies, your eligibility and actual coverage will be governed by the benefit plan documents (including covered expenses, exclusions, and limitations) and The Cottonwood School's policies. The Cottonwood School reserves the right to change or end any of the benefits at any time and for any reason, to the extent allowed by the law or its collective bargaining agreement.