



ROCKETSHIP
PUBLIC SCHOOLS

Benefits Program – Benefits with an * are company paid.

At Rocketship Public Schools, one of our highest priorities is addressing the health and welfare needs of our employees and their family members. To help protect you and your family, we offer a robust benefits program.

Many of these benefits are paid for in whole or in part by Rocketship. Other benefits are offered as voluntary options to be paid by you through the convenience of payroll deductions.

This page briefly summarizes the Rocketship benefits program. If you have any questions or would like to learn more about our benefits, please contact the Benefits Support Team at RocketshipBenefitsHelp@CBIZ.com.

Health, Dental, & Vision Insurance

Rocketship offers various medical plans through Cigna and Kaiser with unique benefit features. Dental insurance is offered through Sun Life with basic and enhanced plan design options. Comprehensive vision benefits are also offered through VSP Vision Care.

Health Savings Account (HSA)

When you elect a high-deductible medical plan, you are eligible to participate in a Health Savings Account (HSA). Contributions to your HSA account are pre-tax and any interest earned on the account is tax-free. Rocketship contributes \$1,200 for single coverage and \$1,800 for non-single coverage annually. After Rocketship's contributions, you may also contribute up to \$3,200 for employee only and up to \$6,950 if you're covering yourself and at least one family member.

FSA & Commuter Benefits

You can elect to set aside pre-tax dollars up to the maximum limits to pay for eligible expenses. These accounts are administered by Navia Benefit Solutions.

Basic Life and AD&D Insurance*

Rocketship provides Basic Life/AD&D coverage for all full-time employees in the amount of 1x your annual salary, to a maximum of \$200,000.

Voluntary Life and AD&D Insurance

In addition to the Basic Life/AD&D coverage, you can purchase additional Life and AD&D coverage. If you elect Voluntary Life Insurance for yourself, you can elect Voluntary Life Insurance for your spouse/domestic partner and/or child(ren).

Disability*

Short-term and long-term disability benefits are offered with weekly and monthly maximums. Elimination periods of 7 days for short-term and 180 days for long-term apply. Long-term disability benefits extend until Social Security Normal Retirement Age (SSNRA).

Working Advantage*

Rocketship offers a discount program plan for all employees and offers discounts on travel destinations, movie tickets, and the hottest restaurants plus much more.

Employee Assistance Program*

The Employee Assistance Program (EAP) is a resource and referral service designed to help you and your family with your personal, professional, or family situations. It is free, voluntary and strictly confidential. Employees and their families will have access to two separate EAP's offered through Concern and ComPsych. The EAP is available 24/7 and offers face-to-face sessions and telephonic or web-video consultations.

Retirement (403b)

All benefit eligible employees may enroll in the 403b plan at any time. Rocketship will match the first 5% of your income that you contribute, up to \$2,500 per calendar year.