



ASCD's Total Rewards Program

Competitive salaries based on current market rates, a comprehensive benefits package, and programs to support a healthy work/life balance.

Comprehensive Benefits Package

- Medical Insurance Plan*
- Prescription Drug Plan*
- Mail Order Pharmacy*
- Dental Care Plan*
- Vision Services Plan*
- Flexible Spending Account for medical expenses
- Flexible Spending Account for dependent care expenses
- Basic Life and AD&D Insurance
- Optional Life Insurance for employees
- Optional Life Insurance for spouses
- Optional Life Insurance for dependent children
- Short Term Disability Insurance
- Long Term Disability Insurance
- Optional Supplemental Disability Insurance
- Optional Long Term Care Insurance*
- 403(b) Retirement Plan with employer match (up to 12%)
- Individualized Retirement Planning Sessions
- Financial Education Seminars
- 529 College Savings Plan
- Group Legal Plan*
- 24/7 Healthcare Information Line
- Emergency Travel Assistance
- Quicken Health Expense Tracker
- Treatment Cost Estimators

Wellness and Work/Life Programs

- Alternative Work Arrangements (compressed/telework)
- Employee Assistance Program
- Paid Vacation (3 wks. per year first 3 years, 4 wks. thereafter)
- Other Paid Leave: sick, bereavement, volunteering, etc.
- 10 Paid Holidays per year
- 1 Personal Day per year (if hired before Nov. 1)
- Internal and External Training Opportunities
- Tuition Assistance Program
- Paid Professional Membership Dues
- Employee Referral Bonuses
- Business Casual Dress
- Transportation Incentives (Metro or on-site parking)
- On-site Fitness Center (gym and showers)
- On-site Fitness Classes twice a week
- On-site Chair Massages once a month
- On-site blood drives, flu shot clinics, and health fairs
- Sponsored Co-ed City Sports Teams
- Lactation Program with equipment and quiet rooms
- Adoption Assistance and \$500 Savings Bonds for babies
- CorporatePerks.com Discount Program
- Dell Employee Computer Purchase Program
- Personal Mail and Shipping Services
- Rewards & Recognition Programs
- Volunteering and Mentoring Opportunities

Full time employees who work 30+ hours per week are eligible for all benefits and work/life programs. Part-time employees, who work less than 30 hours per week, are eligible for some but not all benefits and programs. Most benefits start on the first of the month after date of hire.

Coverage is available for employees, their spouses/domestic partners, and children. *Domestic partners are eligible for medical, dental/vision, group legal plan, and long term care benefits.