



early learning + extended day
2024-2025

SUMMARY OF BENEFITS FULL TIME EMPLOYEES

(standard work week of 35-40 hours)

PAID TIME OFF (PTO)

12 paid holidays/observances, 1 day of birthday leave, 1 day of wellness leave, and winter break (number of days varies from year to year) each year. PTO hours accrued at rate based on the number of hours worked and years of service each payroll period: 0-1 years of service 10 days, 2-3 years of service 15 days, for 4-7 years of service 20 days, for 8+ years of service 25 days. Paid family leave: 3 weeks paid leave after the birth or adoption of child. Up to 12 weeks of family leave allowed.

HEALTH INSURANCE

Plan available through Cigna Healthcare. Wonders contributes 60% of the single coverage premium in your first year, 75% of single premium second year, and 90% thereafter for employees who work 35+ hours per week. Wonders pays \$1,000 toward your individual deductible. *DC New Hires may opt for health insurance coverage through DC Health Link. Application is required, please see HR for assistance.*

DENTAL + VISION INSURANCE

Dental plan available through Cigna Healthcare. Wonders contributes 60% of the single coverage premium in your first year, 75% of single premium second year, and 90% thereafter for employees who work 35+ hours per week. Vision coverage available at low cost group rates. *DC Health Link does not include a dental or vision plan.*

RETIREMENT PLAN 403(B)

Beginning September 1, 2024, employees must work 35 hours per week for twelve months after which Wonders will match employee's contributions up to 5% of gross bi-weekly wages. Participation in the 403b plan is permitted during the first 12 months, with no Wonders match. You initially may enter the retirement plan on January 1, April 1, July 1, and October 1. Application required, please see HR for assistance.

VOLUNTARY INSURANCE

Wonders provides basic life and AD&D benefit of \$10,000 at no cost to the employee. Additional coverages may be purchased by the employee at an affordable cost for employee life, spouse life, and child life. | Other voluntary insurance includes: Short-Term Disability, Critical Illness, and Accident Insurance. Wonders provides free Long Term Disability for employees with 5 or more years of service.

CHILD CARE TUITION DISCOUNTS

35% discount for children under the age of 2 attending Wonders Early Learning. 50% discount for children ages 2 and older attending Wonders.

PROFESSIONAL DEVELOPMENT/ IN-SERVICE TRAINING

Wonders covers the cost of training of approved workshops, classes, or seminars if deemed relevant to the employee's position. Wonders offers CPR & First Aid training to all staff.

ADDITIONAL BENEFITS

HRA & FSA plans for Medical / Dependent Care | Mentor Program | Employee Assistance Program | DC Paid Family Leave Program | Jury Duty Leave | Voting Leave | Paid pre-employment background checks, drug screens, & medical exams | Paid New Hire Orientation



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SUMMARY OF BENEFITS PART TIME EMPLOYEES (12 MONTH)

(standard work week of 20-34 hours)

PAID TIME OFF (PTO)

12 paid holidays/observances, 1 day of birthday leave, 1 day of wellness leave, and winter break (number of days varies from year to year) each year. PTO hours accrued at rate based on the number of hours worked and years of service each payroll period: 0-1 years of service 8 days, 2-3 years of service 11 days, for 4-7 years of service 15 days, for 8+ years of service 19 days. Paid family leave: 3 weeks paid leave after the birth or adoption of child. Up to 12 weeks of family leave allowed. Part-time regular employees and limited part-time employees receive an annual allocation of PTO of the above amounts on a pro-rated basis based on the number of hours they are regularly scheduled to work.

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SUMMARY OF BENEFITS PART TIME EMPLOYEES (10 MONTH)

(standard work week of 20-34 hours)

PAID TIME OFF (PTO)

10 paid holidays/observances, 1 day of birthday leave, 1 day of wellness leave, and winter break (number of days varies from year to year) each year. PTO hours accrued at rate based on the number of hours worked and years of service each payroll period: 0-1 years of service 5 days, 2-3 years of service 7 days, for 4-7 years of service 10 days, for 8+ years of service 15 days. Paid family leave: 3 weeks paid leave after the birth or adoption of child. Up to 12 weeks of family leave allowed. Part-time regular employees and limited part-time employees receive an annual allocation of PTO of the above amounts on a pro-rated basis based on the number of hours they are regularly scheduled to work.

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