



# PREPARE FOR POSSIBILITY

Dance, Vocal and Instrumental Music, Traditional and Digital Visual Art, Creative Writing, and Acting are a part of every student's schedule – ART EVERY DAY. Our extensive arts program is integrated into our solid academic curriculum. The Arts Academy in the Woods is chartered by the Macomb Intermediate School District's Board of Education

## Employee Benefits Overview

Our full compensation package includes employer funded Medical, Dental, Life, and State Pension. Our compensation includes premium benefits like the State of Michigan Public School Employee Retirement System, which impacts our salary structure. We firmly believe that taking care of our staff includes providing them with the resources to care for themselves and their families, without significant out of pocket expenses.

I believe our benefits package reflects our commitment to the safety and well-being of our staff and students, and I know that there are very few organizations where teacher and student voice are more reflected and respected in the policies and procedures.

Additional details on our Employer provided benefits are linked below and available on the [Transparency Reporting](#) page of our website under Current Bargaining Agreements.

With all of that said, I hope that we can continue to discuss the possibility of having you join our team!

### Pension

The Academy's staff are enrolled in the Michigan Public School Employee Retirement System. MPSEER Pension Plus 2. The Pension Plus 2 retirement plan pairs a guaranteed retirement income with a flexible retirement investment account. It also provides retiree healthcare plans and death and disability benefits.

[Michigan Pension Plus 2](#)

### Family Health

The Academy's staff receive full Blue Care Network medical for themselves and their families at no cost. There is no monthly premium that staff members are responsible for and there is a \$0 annual deductible.

[Benefits Document \(artsacad.net\)](#)



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## Family Dental

The Academy's staff receive full Delta dental for themselves and their families at no cost. There is no monthly premium that staff members are responsible for and there is a \$50 annual deductible per person/\$150 per family.

[Arts-Academy-in-the-Woods-2019-2020-Delta-Dental.pdf \(artsacad.net\)](#)

## Staff Life Insurance

The Academy's staff receive full Sun Life National Life and Accidental Death and Dismemberment Insurance for themselves at no cost.

[Sun Life group life ADD Summary of Benefits.pdf](#)