



Employment Overview for Interested Employees

The Overlake School offers a robust employment package in order to attract and retain quality faculty and staff. This summary is intended to give an overview of what is available to anyone considering joining our great community.



COMPENSATION AND BENEFITS (as of July 1, 2023)

Overlake offers competitive compensation. Faculty are paid according to a scale that rewards years of service and advanced education. Non-faculty employees are paid competitive wages based on local and national labor markets.

Medical Provider: Kaiser Permanente

- HSA, PPO, and HMO Plans available to all employees 75% FTE or greater
- \$5 co-premium for full-time employees (pro-rated for part-time)
- School pays 35% of dependent coverage

Dental Provider: Washington Dental Service

Vision Provider: Vision Service Plan (VSP)

- Available to all employees 50% FTE or greater
- No cost for full-time employees (pro-rated for part-time)
- School pays 35% of dependent coverage

Flexible Spending Account (FSA)

- Medical and Childcare plans available to all employees 50% FTE or greater

Life Insurance: Sun Life

- Available to all employees 50% FTE or greater
- No cost for full-time employees (pro-rated for part-time)
- Benefit coverage for two-times annual salary
- Employee can also purchase additional voluntary coverage at group rates

Retirement: 403(b) plan through TIAA

- Generous employer contributions starting at 5% of compensation provided employee contributes at least 3%
- Wide array of investments choices

Other coverage and benefits offered at no cost for employees 50% FTE or greater

- Short and long-term disability coverage
- Employee Assistance Program (EAP)
- Generous meal allowance for use in school cafeteria
- Generous paid leave
- Robust professional development opportunities
- Sabbatical Program for employees with 10 or more years at Overlake

Other benefits

- Beautiful, 73-acre campus
- Small class size
- Community that is supportive of faculty and staff
- Co-workers who are collaborative, supportive, dedicated
- Students who are kind, earnest, and want to learn
- Autonomy in teaching style/academic freedom, but also collaborative for the benefit of the students