



## 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, 2026)

Overlake offers competitive compensation. Faculty are paid according to a scale that rewards years of service and advanced education. Non-faculty employees are paid based on the local labor market. Our benefits are available to employees that work 50% or greater.

#### **Medical (Kaiser), Dental (Delta Dental and Willamette), & Vision (VSP) Coverage:**

- HSA, PPO, and HMO Plans available
- \$5 medical premium for eligible employees
- School pays 35% of dependent coverage
- Generous HSA employer contribution
- Dental and vision plans at no cost for full-time employees (shared for 50%)

#### **Flexible Spending Accounts (FSA)**

- Medical, Limited Purpose, and Dependent Care plans available to all employees

#### **Life Insurance: Lincoln Financial Group**

- 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% with tiered increases up to 10% based on tenure

#### **Other coverage and benefits offered**

- Short and long-term disability coverage
- Employee Assistance Program (EAP)
- Meal allowance for use in school cafeteria
- Generous Paid Time Off policy
- Robust professional development opportunities
- Sabbatical Program for employees with 7 or more years at Overlake

#### **Other benefits**

- Beautiful, 73-acre campus
- Small class sizes
- 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