



# Staff Benefit Summary

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**natha**

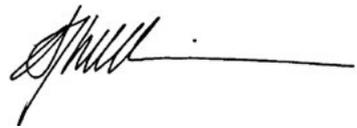
# Welcome to Maranatha!

Maranatha Christian Academy is redefining what school is and can be. We are ready to occupy a space in education where curiosity is applauded, discovery is championed, and influencers are shaped. Our focus is not on what is immediately in front of us, but rather on the vision God has challenged us to pursue for our future.

You see, we are chasing after something more worthwhile than the sea of sameness found in education today—possibility, discovery, and being the people, the place that ultimately changes our students for the better. In doing so, we are seeking teachers to join our innovative, forward-thinking, and creative community. A person who is willing to take risks, while accepting responsibility. A person who will challenge our students to become spirit-driven leaders, courageous changemakers, empathic problem solvers, impactful innovators, curious explorers, and gracious community builders.

If this sounds like a distinctly fresh, particularly intentional approach that's not at all what you thought about school, then we've reached our passing grade. Because that's precisely the whole point. Thank you for your interest in developing the co-creators of tomorrow.

In His Service,



Brian Sullivan  
Head of School



## Our mission.

We are an influential school of collaborators, innovators, and explorers grounded in Christian faith, empowering co-creators of tomorrow.

## Our culture in action.

Maranatha is not just a school, it's a community with a heartbeat and soul. Each student and staff member breathe life into and contribute to what makes up the culture of the school. Together we commit to become:

-  Spirit-Driven Leaders
-  Courageous Changemakers
-  Empathic Problem Solvers
-  Impactful Innovators
-  Curious Explorers
-  Gracious Community Builders

# Make a difference.

# Change a life.

Maranatha Christian Academy is truly a place unlike any other. It is redefining education by showing wide-eyed minds where to look, but not necessarily what to see. Here, we embrace innovation, ideation, and imagination. Maranatha has been and will continue to challenge the status quo in the education space as we know it.

What we have come to find out is people are hungry for this new approach to educating their children, resulting in an ever-increasing enrollment. We also have learned our staff is equally as hungry to create the next generation of changemakers.



## Is it work? Or fulfilling your calling?

Our staff, or better yet, our family, is a unique bunch. Yes, they are extremely qualified and masters of their craft, but they all possess special qualities—a true love for learning, fervent faith, tenacity, and most of all, a confidence God has called them to Maranatha. As a school, however, we do not simply rely on what our staff members bring, but we cultivate their talents and broaden their skill set with robust continual professional development programs.

# Support. Opportunities. Growth.

One thing research tells us about teaching is that it's highly complex and isolating at times. We are changing this narrative at Maranatha. We provide our staff members with numerous opportunities for growth, community, and development, while offering the support needed to become all that God has called them to be.

■ F.I.R.S.T. stands for Forum for Inducting, Retaining, and Supporting Teachers. This program is Maranatha's state and regionally recognized onboarding, mentoring, and support program for instructional staff in their first three years at MCA.

■ Innovation Incubators are comprehensive design thinking cohorts where teachers learn changemaker processes (problem-solving, critical thinking, collaboration, and more) that transfer immediately into the classroom.

■ Awards of Excellence recognizes teachers in categories such as education excellence, leadership, and innovation in the classroom based on peer nominations. Recipients receive bonus checks of \$1,000 at an end-of-the-year luncheon.

■ Forward thinking, collaboration, and creativity are showcased in our mini-grant program. Staff members are encouraged to apply for mini-grants ranging from \$500-\$1,500 to innovate in their classrooms while providing additional compensation.

■ Maranatha offers a competitive salary and benefits structure including annual salary increases. Instructional staff also receive a salary increase upon completion of post-graduate work.



# Details, details.

**Health Care and Dental Insurance** Maranatha's health insurance benefit program provides both individual and family coverage through a major carrier. The employee and Maranatha share in the cost of medical insurance coverage. The three plans available are a \$15 co-pay—100% coverage plan, a \$2,000 deductible—80% coverage plan, and a \$3,000 deductible—100% coverage plan. Dental Insurance is also available through a major carrier. Premium fees are waived for dental if there is no enrollment in a health care insurance option.

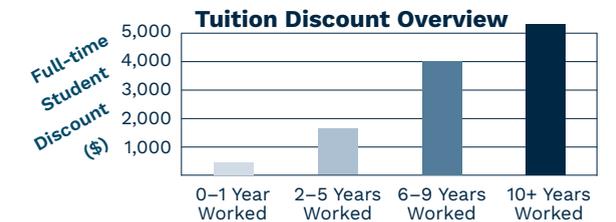
**Life Insurance and AD&D** MCA pays the full cost of term life and accidental death and disability insurance for each eligible employee. The coverage amount is \$30,000.

**Retirement** Tax-sheltered Annuity (TSA) allows full-time employees to make contributions into a retirement plan. Employees determine the contribution amount which is automatically deducted from biweekly payroll.

**Personal Time Off (PTO)** Paid time off is grouped into one program and may be used for sick leave, personal days, or vacation time. Instructional staff are paid for holiday breaks during the school year. Additional PTO is defined in the compensation agreement, but is typically one week for full-time staff. Unused PTO is eligible for buyout in increments of eight hours at the end of each school year.

Full-time, part-time, and seasonal employees (over 20 hours per week) not working on a compensation agreement earn PTO based on hours worked per week and years of service.

**MCA Tuition Discount** Upon hire, employees may receive tuition assistance for their children to attend MCA. This schedule varies for part-time staff and/or students.



**Wellness Center** The Wellness Center features on-site chiropractors, nutritionists, personal trainers, massage therapists, and health coach professionals. Employees will receive a complimentary exam and first treatment, if applicable, as well as discounted services.



Challenging the Status Quo Since 1978

phone 763.488.7900 | fax 763.315.7294 | email [info@mcamustangs.org](mailto:info@mcamustangs.org)