



We are so glad you joined our Team!



At New Story, we value every individual and strive to Live our Core Values in all we do by fostering a supportive, collaborative, and inclusive culture. Our total approach promotes a motivating and engaging environment where Team Members can thrive and be their best selves.

Total Rewards for the Total You!

Alongside fair and competitive compensation, there are many benefits to working for a New Story company including opportunities for professional growth and advancement, a generous employee benefit, time-off and rewards package and most importantly self-fulfillment from a rewarding career-impacting and enhancing the lives of many.

The below is a supplement to our Benefits Guide, where you can find more details on the extensive benefit offerings available to you and your family! In addition to what is outlined in the Benefits Guide, our Total Rewards program brings you the following:

Upon Hire

Well-Being Support

- Employee Assistance Program (EAP)
- Confidential Counseling & Life Coaching
- Mindfulness & Self-Care support

Recognition, Rewards & Perks

- Employee Rewards program
- Peer Nomination program
- Wellness Incentive program

Professional Development

- Tuition Reimbursement
- Tuition Assistance
- Advancement opportunities

Paid Holidays

Paid Spring/Winter Break (eligible positions only)

Paid Time Off Benefits (eligibility guided by policy)

- Generous & Flexible Paid Time Off (PTO)¹
- PTO carry and cashout opportunity
- (3) Bereavement or (1) Funeral Day
- Up to (5) days to serve on Jury Duty

EMPLOYMENT TYPE	TENURE/ MILESTONE	PTO Days July 1, Grant
12 MONTH EMPLOYEES	Less Than 5 Years	17
	5 – 10 Years*	19
	More than 10 Years*	22

¹PTO is prorated based on hire date. Available following 60 days full time employment. Refer to policy for full plan details.

LIVING OUR VALUES

Integrity

We are committed to honesty, trust, and transparency.

Accountable

We are responsible for our actions. We learn from every experience.

Collaborative

We grow and succeed together.

Inclusive

We celebrate the value of all.

Supportive

We build meaningful relationships. We learn from one another.

PTO Proration Schedule 12 Month < 5 Years of Service

12- Month School Team Members

The illustrations below outline the proration schedules for each time off plan year starting every July 1. The following schedules apply to **12- Month** school team members working in CT, VA, OH, New Story PA, and River Rock Academy. Time off is available for use following 60 days of full-time employment.

		Hours Earned Per Pay Period by Employee Type			
Hire Month	Days	8 Hour Employee	7.5 Hour Employee	7 Hour Employee	6 Hour Employee
July	17.00	136.00	127.50	119.00	102.00
August	15.58	124.67	116.88	109.08	93.50
September	14.17	113.33	106.25	99.17	85.00
October	12.75	102.00	95.63	89.25	76.50
November	11.33	90.67	85.00	79.33	68.00
December	9.92	79.33	74.38	69.42	59.50
January	8.50	68.00	63.75	59.50	51.00
February	7.08	56.67	53.13	49.58	42.50
March	5.67	45.33	42.50	39.67	34.00
April	4.25	34.00	31.88	29.75	25.50
May – June Hires	No Proration. Eligible for the July time off award.				
Annual Max Grant	17 days	136 hrs	127.5 hrs	119 hrs	102 hrs
Carryover Max	5 days	40 hrs	37.5 hrs	35 hrs	30 hrs
Cashout Max	5 days	40 hrs	37.5 hrs	35 hrs	30 hrs

Must carry max to be eligible to cashout.
 PTO, carry, and cashout amounts increase following 5 years and again following 10 years of service. See Policy for full details.