



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 PTO benefits¹
- PTO carry and cashout opportunities
- (3) Bereavement or (1) Funeral Day
- Up to (5) days to serve on Jury Duty

EMPLOYMENT TYPE	TENURE/ MILESTONE	PTO Days July 1, Grant	PTO Days January 1, Grant	Total PTO/ Plan Year
10 MONTH EMPLOYEES	Less Than 5 Years	5	5	10
	More than 5 Years*	6	6	12
11 MONTH EMPLOYEES	Less Than 5 Years	5.5	5.5	11
	More than 5 Years*	6.5	6.5	13

¹Time off benefits are 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 Schedules < 5 Years of Service

10/11- 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 10/11- **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.

10 Month PTO		Hours Earned/ Pay Period by Employee Type			
Hire Month	Days	8 Hour Employee	7.5 Hour Employee	7 Hour Employee	6 Hour Employee
July *	5.00	40.00	37.50	35.00	30.00
August	4.17	33.33	31.25	29.17	25.00
September	3.33	26.67	25.00	23.33	20.00
October	2.50	20.00	18.75	17.50	15.00
November	1.67	13.33	12.50	11.67	10.00
December	0.83	6.67	6.25	5.83	5.00
January *	5.00	40.00	37.50	35.00	30.00
February	4.17	33.33	31.25	29.17	25.00
March	3.33	26.67	25.00	23.33	20.00
April	2.50	20.00	18.75	17.50	15.00
May-June Hires	No Proration. Eligible for the July time off award.				
Annual Max Grant	10 days	80 hrs	75 hrs	70 hrs	60 hrs
Carryover Max	2 days	16 hrs	15 hrs	14 hrs	12 hrs
Cashout Max	3 days	24 hrs	22.5 hrs	21 hrs	18 hrs

*PTO is issued every January 1 and July 1.

Must carry max to be eligible to cashout.

PTO, carry, and cashout amounts increase following 5 years of service. See Policy for full details.

11 Month PTO		Hours Earned/ Pay Period by Employee Type			
Hire Month	Days	8 Hour Employee	7.5 Hour Employee	7 Hour Employee	6 Hour Employee
July*	5.50	44.00	41.25	38.50	33.00
August	4.58	36.67	34.38	32.08	27.50
September	3.67	29.33	27.50	25.67	22.00
October	2.75	22.00	20.63	19.25	16.50
November	1.83	14.67	13.75	12.83	11.00
December	0.92	7.33	6.88	6.42	5.50
January*	5.50	44.00	41.25	38.50	33.00
February	4.58	36.67	34.38	32.08	27.50
March	3.67	29.33	27.50	25.67	22.00
April	2.75	22.00	20.63	19.25	16.50
May - June Hires	No Proration. Eligible for the July time off award.				
Annual Max Grant	11 days	88 hrs	83 hrs	77 hrs	66 hrs
Carryover Max	3 days	24 hrs	22.5 hrs	21 hrs	18 hrs
Cashout Max	3 days	24 hrs	22.5 hrs	21 hrs	18 hrs

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