

Boosting Your Benefits Package

Jennifer Pfau
Charrisse Jennings



Objectives:

1. Discuss products available from the finance and insurance industries.
2. Review perks and benefits that will set your business apart from the norm!
3. Explore ways to attract, retain, and reward staff.
4. Set goals to boost your benefits package.





POLL:

<https://www.surveymonkey.com/r/NTZG7C8>



Keeping the BEST Candidates

Human Asset = Most Valuable Asset

Retention is the process in which employees are encouraged to remain with the organization for the maximum period of time available.

Group Health Insurance Plan

HSA's

Flex Options

Vision/Dental Options

Group Plan Hacks

PEO Support

HRA (Health Reimbursement
Arrangement)

Voluntary Insurance Options

Voluntary benefits empower employees with additional options to enhance their financial security, protect against unexpected events, and address specific needs.

The availability of these benefits at group rates makes them affordable and easily accessible for employees compared to individual purchases.



Employer-Sponsored Retirement Plan Options

Simple IRA's

401k Plans



Life Insurance and Individual Retirement Planning

Overfund Cash Value

Borrow Cash Value

Withdraw Cash Value



Self-Assessment Activity

Using the Program
Administrative Scale, evaluate
your own current practices in the
Benefits section of the tool.



**INVESTMENT IN YOUR
STAFF**

=

**INVESTMENT IN YOUR
BUSINESS**



Positive Company Culture

Show evidence of a positive company culture. Pictures of staff, staff biographies, perks to being on staff, and staff testimonials are all strategies you can use to attract new and dynamic staff.
(video or written)




Ideas for Low-Cost Benefits

- **Telehealth through Raise MT (includes mental health visits)**
- **Personal Spending Account**
- **Continuing Education Support (paid study time, tuition support)**
- **Access to Life, Health, Vision, and Dental Insurances**
- **Aflac or Supplemental Insurance**
- **Paid Holidays**
- **Paid Time Off**
- **Career Ladder / Pay Scale**
- **Financial Support for Higher Education**
- **Performance Bonuses**
- **Mental Health and Wellness Benefits**

Perks

- **Flexible or Regular Scheduling**
 - **Paid Training and Professional Development** (above the minimum requirement)
 - **Meals Provided**
 - **Teacher's Lounge with Snacks**
 - **Budget for Classroom Supplies**
 - **Direct Deposit for Payroll**
 - **Professional Development Memberships**
 - **Wholesale Memberships (Sams or Costco)**
 - **Staff Luncheons, Dinners, Appreciation Week**
 - **Cell Phone/ Internet/ Transportation Stipends**
 - **Referral Bonuses**
- 

Ideas to Foster Staff Engagement

- **Spirit Dress-Up Days**
 - **Casual Dress Code**
 - **Contests**
 - **Awards**
 - **Trips/Outings**
 - **Ability to Work With or Closely to Own Children**
 - **Closure for Professional Development Conferences**
- 

Group and Membership Opportunities

Associated Employers

Raise MT Shared Services Options

***Substitute Pool**

***Telehealth**

Montana Non-Profit Association

NAYEC

Sam's Club and Costco

Member Benefits



PERKS and BENEFITS!

What creative ways are you already incentivizing and rewarding staff in your program?

What implementation tips would you recommend to others?

Employee Benefits Survey





**Why we need to
treat our
employees as
thoughtfully as
our customers**

Value Alignment

1. Providing children with high-quality teachers who are present, patient, and have an overall good sense of well-being.

2. Foster a strong, financial bottom line.

3. Support teachers in offering innovative and cutting-edge curriculum.



Close:
Guided Goal-Setting Exercise

Thank you!

