



YES Prep Benefits and Culture

YES Prep reviews our benefits each year scouring the market to find offerings that support our employees in all walks of life

IS THIS YOU?	WE GOT YOU COVERED!	
 <p>EMPOWERED EARLY TO MID-CAREER PROFESSIONAL</p>	<ul style="list-style-type: none"> We strive to pay top dollar for our most critical roles We host annual internal career fairs providing opportunities for advancement Get recognized for performance and retention 	<ul style="list-style-type: none"> We've got endless opportunities for additional compensation via stipend related work Enjoy up to 15 days of paid time off PLUS at least one day off every month Reimbursement opportunities for external professional development
 <p>EXPERIENCED PROFESSIONAL</p>	<ul style="list-style-type: none"> We aim to meet or exceed your current base salary We reward strong performance with accelerated career opportunities Enrollment in the Teacher Retirement Systems of Texas (TRS) 	<ul style="list-style-type: none"> Invest in our optional 457(b) retirement plan through VALIC with free advising Expand your personal time off by transferring your state PTO bank from your current Texas district
 <p>FOCUSED ON FAMILY</p>	<ul style="list-style-type: none"> Take up to 12 weeks of paid maternity and paternity leave We prioritize personal/professional alignment by: <ul style="list-style-type: none"> - Offering staff 25+ paid days off each year - Helping staff with balancing work and family duties 	<ul style="list-style-type: none"> Discount at top rated daycare facilities Children of employees receive priority designation in lottery Budget for childcare with the dependent care account option
 <p>HEALTH OPTIONS CONSCIOUS</p>	<ul style="list-style-type: none"> Take up to 12 weeks of paid leave for a serious health condition We offer a \$0 premium health plan along with other health insurance options Health Savings Account option with \$600 annual YES Prep contribution 	<ul style="list-style-type: none"> Extensive ancillary benefit offerings to cover the unexpected: <ul style="list-style-type: none"> - Short- and Long-Term Disability - Critical Illness - Hospital Indemnity - Accident - Pet Insurance - And more!
 <p>OUT TO HAVE FUN AND MAKE A DIFFERENCE</p>	<ul style="list-style-type: none"> YES Prep is consistently voted one of Houston's Best Places to Work by the Houston Business Journal We're serious about fun: <ul style="list-style-type: none"> - Annual All-Staff Celebration - Beginning of Year Kick-Off Event - Senior Signing Day 	<ul style="list-style-type: none"> Engage in opportunities to level-up through our in-house leadership programs Promote inclusiveness through Student Diversity Summits: <ul style="list-style-type: none"> - LatinX Summit - PRIDE Summit - Brotherhood and Sisterhood Summits

For more information or questions:

email Talent@YESprep.org or visit <http://www.yesprep.org/careers>