



# BENEFITS OVERVIEW

## FOR SAY YES BUFFALO TEAM MEMBERS

### **Mission & Vision Statement**

The **mission** of Say Yes Buffalo (SYB) partnership is to remove barriers to educational attainment, workforce participation and economic mobility for students in public and charter schools in Buffalo, NY. Our collective impact partnership, centered on racial equity and inclusion, provides a postsecondary tuition promise and cradle to career comprehensive supports to increase the rates of high school and postsecondary completion and the achievement of fulfilling professional employment.

Our **vision** is for a more equitable and thriving Western New York economy in which all students will have the opportunity to reach their full potential.

### **Salary & Benefits**

- Salary and benefits average 10% above the market
- Market assessment conducted every other year to ensure we remain above the market

### **Paid Parental Leave**

- Up to 14 weeks following the birth of a child
- Each week of paid parental leave compensated at 100%; paid on a biweekly basis

### **Paid Time Off (PTO)**

- Maximum of 30 days per year
- Workweek of 35hrs = PTO day of 7hrs
- Up to 20 unused days of PTO transfer over to the next year
- 19 paid agency holidays

### **Health insurance - Independent Health (for full-time employees)**

- Health insurance: can opt for copay plan or deductible plan
- Dental and Vision insurance (Dental + Vision paid by the employee)

### **HSA (Health Savings Account)**

- Employer contributes to HSA
- Great way to budget for health related expenses
- Saves you money; lower monthly premiums
- Money is carried over from year to year and is forever yours, even if you leave the company
- HSA contributions means you will pay less in taxes (taxable income decreased by contributions)

*"Equity will be achieved when we can all just wake up and live freely; be valued and respected; live free from structural impediments based off of perceived racial characteristics; and, have fair representation and opportunity."*

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### **Life insurance (for Full-Time Employees) - (Lincoln Financial Group)**

Life Insurance can help you provide for your loved ones if something were to happen to you. This benefit is completely funded by SYB, meaning there are no monthly premiums to be paid for this benefit. The basic life insurance provided is term life insurance – it has no built-in cash value, but is convertible if you leave. The amount of company-paid life insurance provided equates to:

*Your annual salary to a maximum of \$125,000.*

### **Say Yes Buffalo Core Values**

- The core values of Say Yes Buffalo are: Collaboration, Compassion, Equity & Inclusion, Innovation, and Transparency
- SYB exemplifies our core values in everything that we do

### **OTHER SAY YES BENEFITS**

#### **Professional Development**

- Each SYB employee has a budgeted amount per year for professional development opportunities
- There are three leadership development programs administered through SYB: *Leadership 101: Emerging Leaders*, *Leadership 201: Managers*, and *Leadership 301: Directors*

### **Self-Care & Culture**

- SYB is committed to the self-care of its employees and aims to help you achieve a better balance between your personal life and work. The Self-care Committee provides opportunities for self-care several times per year, including:
  - Monthly Walk & Talks, Quarterly seminars on self-care techniques, additional events, etc.
  - SYB is committed to racial equity. We have an active Racial Equity and Inclusion (REI) Committee that features close to 15 of our colleagues across the organization. The committee works to educate staff on REI issues, while also acknowledging the incidents that arise in real time.
  - The Investment Club is a committee that is open to everyone working at SYB. Members of the committee meet quarterly and discuss investments, financial planning, etc.
  - Free coffee & tea is provided in the administrative offices at 1166 Jefferson Avenue
  - Free parking is provided for SYB staff
  - Employees' opinions are consistently solicited, specifically in organizational surveys
  - Birthday Club ensures that every staff member is celebrated at least once per year
  - Other events include Town Halls, Happy Hours, Staff Retreat, End-of-the-Year Celebration, and Partner Thank You Events