



Compensation Philosophy

We offer employees **purposeful work.**

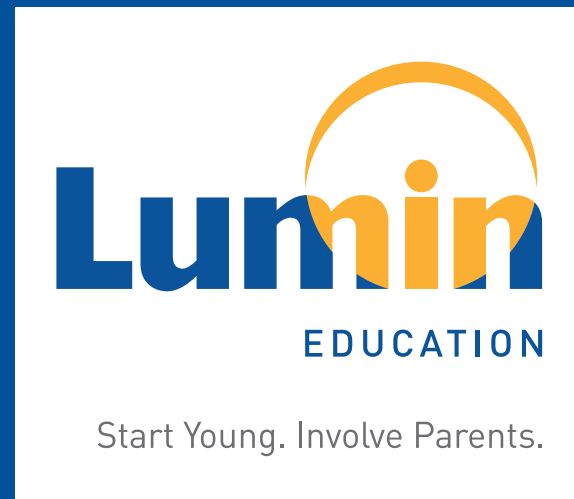
We provide **learning opportunities:** challenging assignments, on-the-job experiences, and accessibility to paid trainings.

We value and increasingly work to **recognize each employee's contribution.**

We support our employees to **balance work and personal life** so that they can grow and explore new horizons.

The **sum of all of these elements** make up each individual's compelling total offer - **A unique Lumin Education experience.**

As we transform education, we transform communities



LuminEducation.org

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Start Young. Involve Parents.

Our Mission

To transform education by starting young, involving parents, and creating learning environments to inspire children from diverse cultural and economic backgrounds

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Compensation Elements*

Benefits

- Health Insurance
- Health Deductible Assistance
- Flexible Spending Account for Medical and Dependent Care
- Paid Time Off
- Maternity and Paternity Leave
- Short-Term and Long-Term Disability
- Priority Enrollment and Tuition Assistance for Staff Children
- Workers' Compensation
- Life Insurance
- Employee Assistance Program (EAP)
- TRS for Charter Employees
- Access to Special Offers (Group Rates on Dental, Vision, Special Events)

Learning

- Training
- Leadership Coaching
- Emotional Well-Being Sessions
- Montessori Sponsorship
- Career Development
- Cross-Organizational Movement



Work Environment

- Stimulating and Attractive Environments
- Recognition
- Easily Accessible Resources
- Accommodative Work Arrangements
- Expansion Plans to Serve More Families

Compensation

- Base Pay
- Allowances/Stipends
- Bonus

*Not all positions are eligible for all Elements.

Our Values



MISSION-DRIVEN

Employer Reputation

- Prestige in Working for a Prominent, Mission-Driven Educational Organization
- Financial Stability
- Community and Family Engagement
- Leader in Montessori Public Education

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