



Kids' Care Club

Child Development Centers

Benefits Summary

Medical Insurance

We provide a number of medical plan options offering comprehensive coverage for a variety of important services: including doctor's visits, preventative care, hospitalization, inpatient and outpatient services, and more.

Dental

We offer two different dental plans to cover you and your family.

Vision

Our vision plan provides coverage for eye exams and pays benefits toward the cost of glasses or contact lenses.

401(K)

Employees are enrolled into C & J Kids Corporation 401 (K) Plan when eligible. The company may make an annual contribution and employees have the option to contribute to their account but not required.

Profit-Sharing

Employees are enrolled into C & J Kids Corporation Profit Sharing Plan when eligible. The company may make an annual contribution into the plan on behalf of the employee.

Wellness Benefit

Employees receive up to \$200 per year to use toward a gym membership and/or an organized walk/run.

External Employee Education

Some employees may need/want to attend training programs, seminars, conferences, lectures, meetings, or other outside activities for the benefit of C & J Kids Corporation or the individual employee.

Child Development Training

Kids Care Club provides tuition reimbursement. Coursework must be directly related to Early Childhood Education or current position. Reimbursement varies by full or part – time status and years of service. Kids Care Club provides financial assistance to full and part time employees who pursue the Child Development Permit.



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Paid Time Off (PTO) - Vacation & Sick Time

Employees are entitled to Paid Time Off (PTO) based upon their years of active service. Paid Time Off includes vacation and sick time.

Holidays

C & J Kids Corporation observes ten (10) Holidays per year for full-time employees. Holiday schedule varies per year. Schools are closed between December 24th – January 1st.

Child Care Discount

Kids Care Club offers discounts on childcare tuition at our NAEYC schools. Based on availability.

Workers' Compensation

C & J Kids Corporation, in accordance with state law, provides insurance coverage for employees in case of work-related injury. The workers' compensation benefits provided to injured employees may include: Medical care, cash benefits, tax free, to replace lost wages; and assistance to help qualified injured employee return to suitable employment.

Paid Family Leave

Employees may be eligible for Paid Family Leave (PFL) wage replacement benefits, which are funded through payroll deductions and coordinated through the California Employment Development Department.

Disability Insurance

Each employee contributes through payroll tax to California's state disability insurance programs. Disability insurance is mandated by the California Unemployment Insurance Code and administered by the Employment Development Department.

Unemployment Compensation

C & J Kids Corporation contributes thousands of dollars each year to the California Unemployment Insurance Fund on behalf of its employees.

Social Security

Social Security is an important part of every employee's retirement benefit. C & J Kids Corporation pays a matching contribution to each employee's Social Security taxes.

Basic Life and Accidental Death & Dismemberment C & J Kids Corporation provides each employee with coverage of \$25,000 Life Insurance.

Supplemental Life Is available for employees to purchase through Haisha Insurance.