

## Employee Value Proposition: Citizens of the World Kansas City

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### Working at CWCKC

Who We Are	Who You Are
<p><b>We are an intentionally diverse and welcoming community.</b> CWCKC was founded on a belief that we live in a richly diverse world and that diversity makes our experience better.</p>	<ul style="list-style-type: none"> <li>You value <b>diversity</b> in all its dimensions and are excited to be part of a school community where that diversity is <b>authentically encouraged and celebrated</b>.</li> <li>You understand that <b>identity</b> is an important part of who we are - for both adults and students.</li> </ul>
<p><b>We believe education is about more than test scores.</b> Student learning matters and goes beyond just academics. Our teachers focus on the whole child by building our students' socio-emotional skills and helping them develop a deeper understanding of themselves.</p>	<ul style="list-style-type: none"> <li>You know that <b>academic learning</b> is important and have experience helping students develop their <b>social-emotional skills</b>.</li> <li>You understand how to <b>balance</b> academic rigor with the development of the whole child.</li> </ul>
<p><b>Our teaching approach centers students' interests and needs within projects and real-world experiences.</b> We strive to provide learning experiences that are meaningful and make a difference in our school and community. Our teachers engage students in projects based on their interests and individual learning needs.</p>	<ul style="list-style-type: none"> <li>You are excited about <b>designing project-based learning experiences</b> for students grounded in their interests, experiences, and identity.</li> <li>You value students <b>constructing</b> their own learning to develop a deeper understanding of the world around them.</li> <li>You <b>embrace</b> creativity and risk-taking in lesson planning.</li> </ul>

### Compensation and Benefits

We value our team, and one way that we show that is through compensation and benefits. For teachers, we offer competitive compensation with a starting salary of \$41,000-52,000 (based on experience). We also offer a comprehensive benefits package including:

- Health insurance (Citizens covers almost all of an employee's premium on either plan)
- Dental insurance
- Vision insurance

- Employer-Paid Life Insurance
- Employer-Paid Short-Term & Long-Term Disability
- Participation in KCPS' retirement pension plan
- Supplemental, optional Aflac insurance
- Supplemental, optional 403(b) retirement plan
- Full-time 10-month employees receive 4 holidays off, 4 weeks of calendared breaks (Thanksgiving, Winter Break x2, Spring Break), 9 PTO days.
- Full-time 12-month employees receive 1 additional holiday and 10 additional PTO/vacation days.