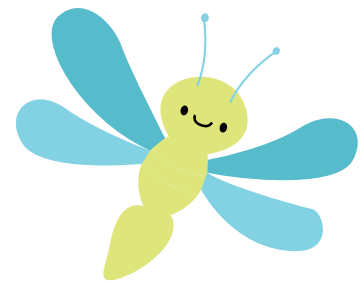


YOUR BRIDGE TO PERSONAL FULFILLMENT



Employee Benefits

Welcome to Blossom Bridge Child Care, where we don't just work together — we lead the way in early childhood education. Our dedication goes beyond educating young minds; we also prioritize the well-being and growth of our passionate educators. Join us as we shape the future of early learning, enriching the lives of children and fostering a thriving community of learning and development.

Work/Life Balance

Vacation Time off
Effective after
90 days

Year 1 employee
**10 days
paid off**

Year 2–10 employee
**15 days
paid off**

Year 10+ employee
**20 days
paid off**

PERFORM YOUR BEST - IN EVERY PART OF LIFE

When you join our team, you're embraced with the support and resources you need to shine. We provide outstanding benefits and development opportunities, focusing on you, your family, and yes, even your pets. At Blossom Bridge, we understand the importance of balance in life, and we're dedicated to helping you prioritize what matters most, ensuring that you thrive both professionally and personally.

Paid Holidays

New Years Day

Memorial Day

Independence Day

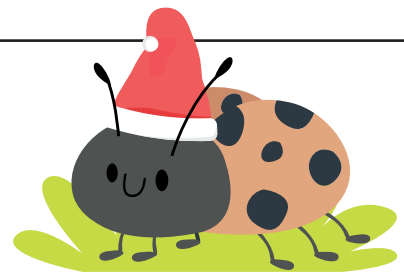
Labor Day

Thanksgiving

Day after Thanksgiving

Christmas Eve (early close)

Christmas Day



Full-time employees receive pay equivalent to their average daily hours based on the past two weeks. Daily hours are capped at eight straight-time hours. If a holiday falls on a Saturday, it's observed on the preceding Friday; if on a Sunday, it's observed on the following Monday. To qualify for holiday pay, you must work on both the scheduled workday before and after the holiday. Holidays don't count towards overtime calculations. Absences without approval before or after a holiday disqualify holiday pay. Hours are adjusted during holiday weeks. During scheduled holiday closures, employees receive paid holiday pay.

Financial Support

Child Tuition Support

Tiered structure based on age of child

50% off tuition for child ages four and above

25% off tuition for child ages two-four

Only one child discount per employee (oldest child enrolled)



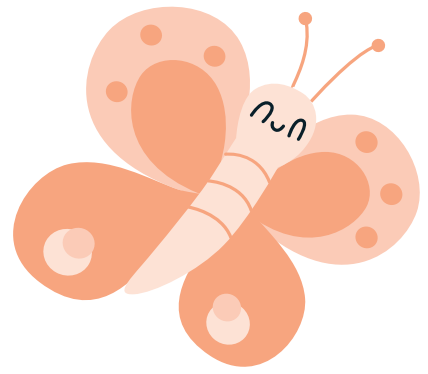
Monthly Wellness Allowance

\$50 for full time employees

\$25 for part time

Employees turn in a copy of their receipt or bank statement transaction and get reimbursed monthly. Approved reimbursable expenses include: personal gym memberships, mental health therapy, physical therapy, stretch gyms, chiropractic, spa days, and other allowable wellness activities. Reimbursement will be taxed and added to the employee's check.





SUPPORT IN TOUGH TIMES

Grieving Time Off

Employees may be excused from work with pay for up to three (3) days in the event of the death of an immediate family member. "Immediate family member" is defined as your current spouse, your children, mother, father, brother, sister, or grandchildren.

Death of other family members, distant relatives, close friends can be excused for unpaid time off. See your Director for approval.

Employees may be excused from work without pay for one (1) day in the event of the death of a furry family member.



GIVING BACK

We believe in giving back to the community and encourage our employees to engage in volunteer activities. Through our Volunteer Time Off (VTO) program, employees can take a day off with pay to participate in community service. Employees who excel in volunteering are recognized as “Volunteer Superstars” and have the opportunity to **win a \$500 donation** to their chosen charity.



Classroom Innovation

We believe in fostering creativity and innovation in the classroom. Each classroom receives a budget for classroom improvements, which can be used to purchase new supplies, educational toys, or technology. We also encourage staff to propose new programs or improvements, providing a platform for creative expression and growth.

Investment in Your Ideas

Staff are encouraged to propose new programs or improvements. Your voice matters and your creativity and innovation is welcomed! Creative freedom!

Show Off Your Talents

Showcase your passions and talents in and outside the classroom. Let us utilize your talents in unique and innovative ways outside of your normal job duties. We want to see you tapping into your passions and using your talents to make your work experience more rewarding.

“Empathy in action: Giving back to our community, one act of kindness at a time.”

CAREER PATH & GROWTH OPPORTUNITIES

Apprenticeship/Aide: Begin Your Adventure as an apprentice, where you'll learn, grow, and be nurtured every step of the way. Your journey begins with hands-on experience and personalized guidance all while finishing your high school journey. Gain insights into every position and classroom at our school so you can formulate your decision on whether to continue to pursue early childhood education.

Assistant teacher - Watch your career take flight! Kickstart your career journey with us as an assistant teacher, where a world of learning and growth awaits you. Your adventure starts with immersive, hands-on experiences and tailored mentorship. Here, you'll not only assist in shaping young minds but also be sculpted into an exceptional educator, nurtured and guided at every turn. Your path to professional development and personal fulfillment begins with us – one step, one lesson, one breakthrough at a time.

Lead or Master Teacher - Step into a Role of Impact! As a Lead Teacher, you're at the forefront of shaping young lives and minds. Your journey with us is not just about teaching; it's about leading with passion, creativity, and expertise. In this pivotal role, you'll have the opportunity to implement innovative teaching methods, mentor fellow educators, and make a lasting impression on the hearts and minds of our students. We empower you to be a guiding light, offering support and resources to help you excel as an educator and leader. Your journey here is one of influence and inspiration, where every day you're crafting a brighter future for our children and your career.

Administration - Embrace Leadership! Your journey doesn't stop at teaching. For those with the drive and passion, opportunities to move into management roles await. We empower you to envision and achieve your highest career aspirations and provide mentorship and paths to leading in the areas of curriculum, office administration, program management, and more.

Ownership - We want to train you to own your own school! From apprentice to owner, every step in your career at Blossom Bridge contributes to a legacy of positive change. You're not just building a career; you're shaping the future of early childhood education.

Our careers build bridges to brighter futures as you chart your course from apprenticeship to ownership.



Growth In Early Childhood Education

New Hire Training

All required training necessary to get into the classroom is paid for by Blossom Bridge Child Care such as safe sleep, CPR/First Aid, and other onboarding training.

Continued Education

Blossom Bridge Child Care will continue to pay for renewal of CPR/First Aid.

Staff In-Service Training: To emphasize the importance of continuous improvement and growth in learning in early childhood education, Blossom Bridge will close twice a year for training. One of those days will take place during the end of year time off and it will be mandatory. Any required training hours not met during these two closures, will be the responsibility of the employee.



blossombridgechildcare.com/careers