



Small Wonders Discovery and Learning Center

Employee Benefits

WHY EMPLOYEES STAY WITH US

- **Our Core Values** – We are a living expression of our values. Wear them, speak to them, and make decisions aligned with them.
 - **Compassion, Dedication, Family, Fun, Integrity**
- **Our Culture** – We gain long lasting friendships! We shape the minds of young children everyday through PLAY! We LAUGH and have FUN! We are one big FAMILY and always ENCOURAGE one another! Our positive, supportive staff work as a TEAM everyday and are great communicators! We go above and beyond for our leaders and for the families that we serve. We give quality care and keep all staff and children safe!
- **Staff Appreciation** – We celebrate staff birthdays, go on staff outings, hold contests with awesome prizes, recognize great work ethic on social media, provide a staff survival kit in the staff break room to keep their stomachs full and so much more!

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- **Supportive Leadership Team** – Our group of supportive leaders will bend over backwards for our staff anyway that we can. We are honest, understanding and are willing to do what it takes to ensure our staff are doing well and have what they need to succeed in their classroom and at their job. Our support staff are always willing to retrain, hear new ideas and improvements within the centers, and are willing to work through any questions or concerns a staff may have.
 - Owner – Leslie Schreiber
 - Kitchen & CACFP Director – Jeff Schreiber
 - Kitchen Manager – Shannon Baker
 - Executive Administrator – Kirsten Mariotti
 - Human Resource Director – Bridget Russell
 - Educational Specialist – Danyell Smith
 - 5 Center Administrators – Kirsten, Marizol, Stephanie, Vicky, Christine
 - Enrollment Specialist/CACFP Assistant/ Supply Runner – Lauren Schreiber
- **Employee Raises** – Raises are considered on a yearly basis according to job performance.
- **Accrued Sick Time** – Accrued sick time is offered to lead teachers and administrators after a 90-day probationary period.
- **Health Benefits** - Small Wonders pays up to 90% of the premium for employees only through Anthem Blue Cross Blue Shield; spouses and dependents can be added to the coverage, but at the employee's expense. The coverage consists of health, dental, and vision. Full time staff can enroll for benefits during open enrollment periods and after their 90-day probationary period. The childcare staff member must work an average of 32 hours per week.
- **Paid Training Hours** - We pay for your health trainings like CPR/First Aid, Communicable Disease and Child Abuse. Our employees save almost \$200 every 2 years! We allow staff to work on professional development classes on the clock too!

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- **Paid Lesson Planning** - Our lead teachers are scheduled one hour of paid lesson planning time to ensure all aspects of their job responsibilities are being met.
- **TEACH SCHOLARSHIP** – We encourage staff to apply for the TEACH scholarship to help them achieve their goals of becoming a Lead Teacher with their CDA, AA or BA in ECE. The coursework is all online!
- **Educational Specialist** – The ES supports and trains lead teachers. Our lead teachers can meet with our ES to spend time reviewing classroom expectations, our curriculum, lesson plans, and child portfolios. Our ES observes teachers in action to give positive feedback and ideas on enhancing their learning environments.
- **Classroom Supplies** – We ensure our teachers have what they need to teach in their classroom! Administrators manage supplies for all lead teachers monthly. We supply art supplies and more! Our centers rotate teaching materials for your classroom between all of our centers. Staff share materials based on themes.
- **Direct Deposit** – Employees are paid bi-weekly, making it more convenient on pay day.
- **401K** – Staff meeting the qualifying yearly minimum and that meet a weekly hourly average of 32 hours can enroll in November. Small Wonders will match up to 3%.
- **Child Care Discount** – It is the perfect career to bring your child to work! Employees are eligible for a childcare discount, based on their work and school hours. The first year you will receive 50% off, the second year is 50% off, the third and fourth year is 75% off, the fifth year and beyond will be free. This will be based on ages and availability. Child tuition is taken directly out of employee paycheck.
- **Flexible Schedule** – Our staff have consistent work schedules. Although there may be times when our schedules have to change, we strive to keep consistency for our staff to have a work/life balance. Our administrators are more than willing to work around school schedules, second jobs, vacations, and requested time-off (as needed with notice). Our floater positions can receive more hours each week by having the availability to work as needed in any location.

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- **Paid Holidays –**
 - **January** – New Year’s Day
 - **May** – Memorial Day
 - **July** – Independence Day
 - **September** – Labor Day
 - **November** – Thanksgiving
 - **December** – Christmas Day