



EMPLOYEE REWARDS & RECOGNITION PROGRAM

What do you get?

+\$2/hour for Weekend Hours

Saturday and Sunday shifts at both Los Alamitos and Long Beach locations will receive an additional \$2/hour. This includes teaching, administrative, facility, and marketing shifts. This does not include training days or any other shifts that are not regularly scheduled teaching, office, facility, or marketing shifts.

Schedule Consistency Bonus

Any employee that maintains a consistent schedule without requesting a schedule change for a period of 1 year (52 consecutive weeks), may receive a schedule consistency bonus. If an employee requests a schedule change, the time period resets as of the first date of the schedule change. Schedule changes implemented by management do not negate the bonus. The schedule consistency bonus amount is calculated by the amount of hours worked (excluding sick leave) within the given 1 year period. 1 hour worked = \$1 bonus. See the table below for bonus examples.

	hours/week	total hours worked in 1 year	total bonus
Employee A	40	2080	\$2080
Employee B	30	1560	\$1560
Employee C	18	936	\$936

Online Review Bonus

Employees who are named in verified, online customer reviews for their positive efforts will receive a \$25 bonus added to their paycheck.

+\$5/hour for Substitute/Floater Shifts

Employees who agree to work substitute/Floater shifts will receive an additional \$5/hour for those hours.

Substitutes of the Year

The 3 employees who have logged the most substitute hours each year receive special and recognition at the end-of-the-year family meeting.

New Client Bonus

Administrative staff will receive \$2 for each new client that registers for classes. This bonus is issued on a monthly basis.

