



Read Better Be Better®

Part-time Employee Benefits

Our Values are **Be Excellent** and **Be Kind**, and we are happy to have a positive work environment that supports our mission and our commitment to a diverse and inclusive culture. If you have any questions, please contact hr@readbetterbebetter.org. **Benefits may vary by position. These are some of the benefits we offer to Program Coaches.**

Competitive Pay with Semester Merit-Based Raises

Our starting hourly wage is \$17 per hour for all Program Coaches. For each new school semester, Program Coaches may receive a \$0.50 pay increase (capping at \$19 per hour).

Paid Sick Time (PST)

All employees accrue earned paid sick time at the rate of 1 hour for every 30 hours worked. All employees are eligible for earned sick time upon hire.

Opportunities for Extra Hours

We promote additional opportunities for paid work when available, such as putting together our program wagons.

Professional Development Training

We have a strong, extensive Professional Development Training program. Some example topics: cultural awareness and advanced behavioral management.

Reimbursements

RBBB reimburses team members for attaining new IVP Fingerprint Clearance Cards (after a waiting period) and for renewals.

College Course Credit

RBBB is an approved experiential education partner with 10+ colleges in the Phoenix area. For college and university students, this may fulfill class requirements. Inquire with your teacher and/or academic advisor and the RBBB team about service-learning and internship possibilities.

Wellness Program

RBBB offers dental and vision plan options to all eligible employees. We send out a quarterly Employee Wellness Newsletter, and every team member has access to our Employee Assistance Program (EAP).

Employee Recognition

Ask us about our Dr. Dave Awards. These are peer-given award certificates for being Excellent and being Kind!

Casual Dress Code

The attire for Program Coaches in the classroom is an RBBB t-shirt/polo/hoodie. Yes, jeans are okay!

Community

Meet and build relationships with others who are passionate about education, nonprofits, working with kids, and making an impact in the local community.

Flash Mentorship Program

Be a mentor, mentee or both. These are 1:1, one-time, one-hour mentorship sessions. All RBBB team members can (optionally!) join.

Job Growth Opportunities

We promote job openings internally. Our organization is growing and that means expanded roles. Several of our executive team, for example, were originally part-time Program Coaches.

Job Referral Program

If you refer a candidate to us and they get hired, you will get a \$50 restaurant gift card.