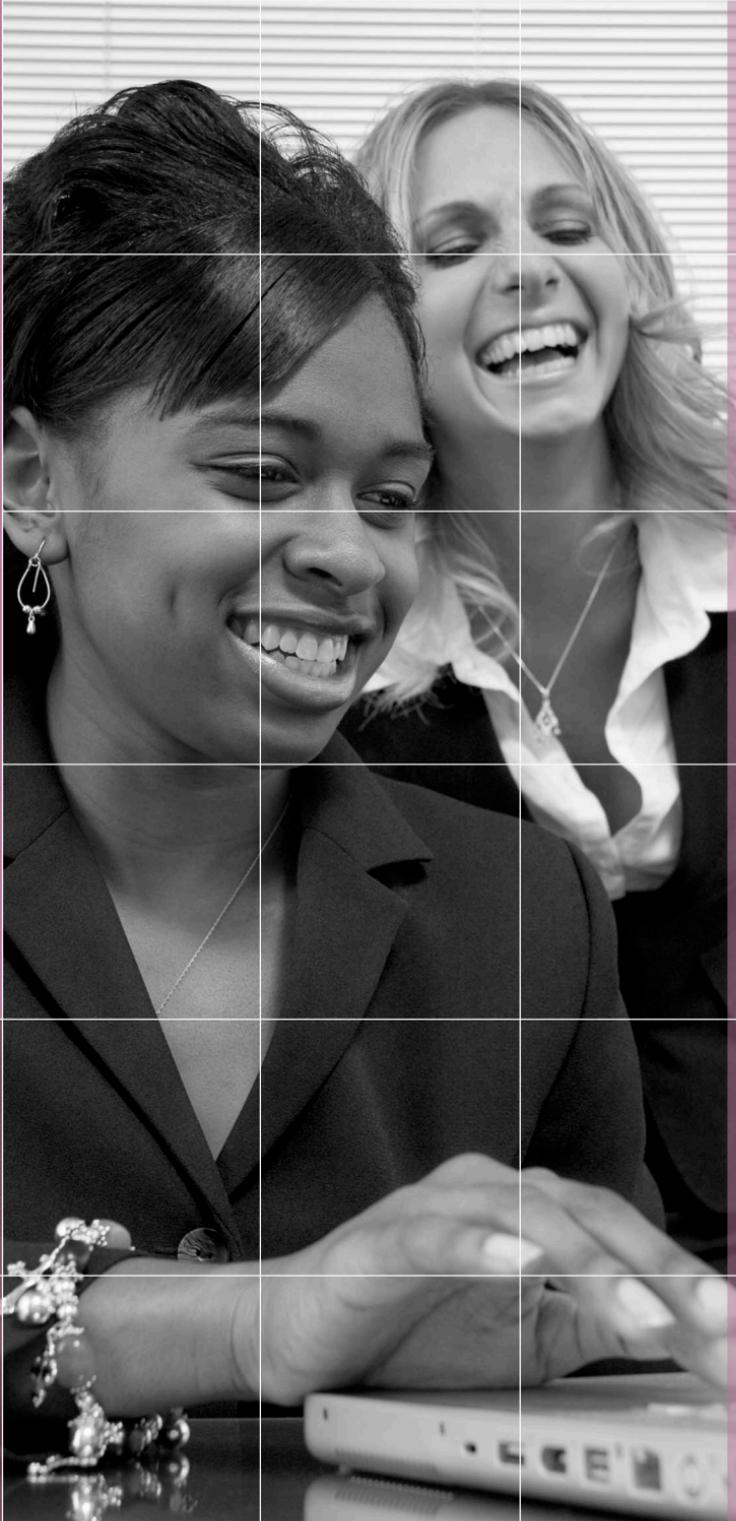


WORKPLACE

Our employees let us know what makes them tick: **flextime, alternative work schedules, 10 paid holidays, one personal holiday, and fun activities** throughout the year.



COMPETITIVE SALARY	Annual merit reviews with up to 8% potential increases. Opportunities for career advancement and promotion.	
HOLIDAYS	10 (8-hr days) paid holidays (New Year’s Day, Martin Luther King’s Birthday, President’s Day, Memorial Day, Independence Day, Labor Day, Veterans’ Day, Thanksgiving Day and the day after, Christmas Day.)	
PERSONAL HOLIDAY	8 hours paid leave each year to be used by year end.	
VACATION	Accrue 5 hours/bi-weekly pay period for years 1 to 5 (16.5 days), 6 hours/bi-weekly pay period for years 5 to 10 (19.5 days), 7 hours/bi-weekly pay period for 10+ years (22.75 days).	
SICK LEAVE	Accrue 4 hours/bi-weekly pay period for a total of 104 hours or 13 days annually. Incentive Option paid annually and employees leaving the District that are vested in FRS may receive a payout for a portion of unused sick leave.	
SICK LEAVE POOL	After 1 year of service and 64 hours accrued, employee contributes 8 hours of sick leave to pool and may draw up to 480 hours from sick leave pool for extended illnesses.	
OTHER LEAVE	Civil Leave (Jury duty, witness, or District-related reasons), Compassionate Leave (3 days), Military Leave (after 6 months of employment, employee gets up to 30 calendar days pay), and Reserve Leave (after 6 months of employment, employee gets difference between regular and military pay).	
UNIFORMS	For designated positions.	
CREDIT UNION	IBM Credit Union is onsite to serve regular, full-time employees and their family members and offers extensive banking services.	
EMPLOYEE COMMITTEE	Sponsors fun activities throughout the year as well as fund-raising charity events.	
ONSITE DAYCARE	KinderCare is an onsite childcare center accepting children from infancy through kindergarten.	
WORK SCHEDULES	Flextime, Alternative Work Schedules, Telecommuting, Reduced Schedule, and Job Share offered at the District upon approval of the supervisor.	