



Where you elect to work is a very important decision, both personally and professionally. At North Bay Children's Center we strive to attract and retain the very best. For us "best" means you love what you do, feel passionate about our children and education, and appreciate an organization with our dedication to providing programs to our families and helping our employees excel!

We know that there are many nonprofits and preschool education programs where your skills and dedication are needed. **So, why choose us?**

- ✓ Continuing professional development
- ✓ Opportunities for advancement
- ✓ Competitive compensation levels in our areas to ensure that your talents are appropriately rewarded.

**All employees are entitled to the following benefits:**

- Paid sick time (Sick time is front-loaded upon hire and every January 1 up to 64 hours annually based on employment status)
- Up to 10 paid holidays (depends on full year or part year status)
- Employee child care tuition assistance (50% off) for our programs
- Redwood Credit Union – as a member employer you can join the credit union with all associated benefits of membership. Additional details available.
- Professional Benefits Plan (education/training reimbursement and stipends for permit obtainment)

**Employees who work full-time and ¾ time (30+ hours per week) are entitled to the following benefits on the first of the month following 30 days of employment:**

- Paid vacation time (80 hours accrued in years 1-2, 120 hours accrued in years 3-10, 16 hours accrued in years 11-20)
- Medical coverage through Kaiser, with a 3 plan offering (we pay 60% of the premium for the employee)
  - As a Kaiser member you have access to a multitude of programs and incentives offered through Kaiser.
- Dental coverage available through DeltaCareUSA (If medical is waived then NBCC will be pay 100% employee dental benefits)
- 403b retirement plan with traditional pre-tax and Roth selections available
- Term Life Insurance (100% paid by NBCC)
- Aflac plans (accidental, cancer, STD, hospital)
- Flexible Benefits Plans you can select from
  - (PCP) Premium Contribution Program (employee premiums are deducted on a pretax basis)
  - (FSA) Flexible Spending Account for out-of-pocket medical/dental/vision expenses
  - (DCAP) Dependent Care Assistance Plan funded with pretax dollars

You will spend your days with professionals dedicated to the health and education of our children, the engagement of our employees, and the benefits we provide to our communities.

***Thank you for considering North Bay Children's Services!***

NORTH BAY CHILDREN'S CENTER  
932 C Street, Novato, CA 94949 • (415) 883-6222  
• fax: (415) 883-6061