



Top 10 Benefits at Big Blue Marble Academy

Nurturing Little Minds, Growing Big Hearts



Career Growth: CDA & College Programs

CDA scholarship program and a paid college program.



Significant Child Care Discount

Employees receive up to a 50% discount on childcare for children aged 1-12



Comprehensive Medical Coverage

Multiple medical tiers through Blue Cross Blue Shield, plus Minimum Essential Coverage plans with Pan American Life for flexibility.



Paid Parental Leave

Full-time employees with one year of service receive six weeks of parental leave at 50% of their average weekly pay.



401(k) Retirement with Safe Harbor Match

Available after six months of employment. BBMA matches 100% of deferrals up to 3%, and 50% on the next 2%.



Two Paid Professional Development Days

Two fully paid workdays dedicated to in-house training and pedagogical growth.



Generous PTO & Paid Holidays

Full-time employees (30+ hours/week) earn PTO and are eligible for 9+ paid holidays, including the day after Thanksgiving and Christmas Eve.



Free Employee Assistance Program (EAP)

Completely confidential and free access to counseling for issues like stress, legal questions, or financial planning.



Financial Flexibility: On-Demand Pay

Through PayActiv, employees can access their earned wages daily rather than waiting for the bi-weekly paycheck.



Employee Referral Bonus

A \$500 bonus for referring staff (after 90 days) and incentives for referring new families.