

Hello IDEA Team & Family!

Thank you for visiting our Employee Referral Page! IDEA is growing at an incredibly rapid pace. Next year, IDEA will open 18 new schools and reach thousands more students across Texas and Louisiana. This means that our need for more transformational educators, as well as hard-working individuals on all of our teams, is greater than ever. The Human Assets team wants to hear about the amazing candidates from your personal and professional networks who would be great additions to our Team & Family! Read below to learn more about the type of referrals IDEA needs, as well as the bonus terms and conditions.

Ready to refer? Click below to submit a quick, three-minute referral form. Or copy and paste this link into your web browser: <https://ideaschools.secure.force.com/referralform/>

REFER TODAY

Who are we looking for?

We are looking for people in your network who would **thrive** in the IDEA environment, whether that is leading a classroom or working in a role behind the scenes. This means individuals who:

- 1) Believe that every child can go to and through college
- 2) Seek feedback and give *Whatever It Takes*
- 3) Have a passion for goal setting and an impressive record of results
- 4) Embodies the value of *Team & Family* and understands that each employee plays a critical role in the realization of IDEA's mission
- 5) Enjoys working with children and/or supporting students in an academic environment

With your referrals, not only are you shaping the future of the IDEA Team & Family, but you could also be eligible for a monetary bonus if your referral gets hired.

Referral Monetary Bonus Terms and Conditions

- 1) Three-tiered Bonus Structure:
 - a) Receive **\$150** for each referral hired. This includes co-teachers, headquarter staff, and operation team members.
 - b) Receive an additional **\$100** if that referral is hired in a high need campus role (SpEd teacher, AP/IB teacher, secondary math or science teacher, 3rd-5th grade content teacher, or APO)
 - c) Receive an additional **\$50** if that referral gets hired in a founding IDEA region (El Paso or Southern Louisiana)
- 2) There is no limit on how many bonuses an employee can receive.
- 3) To be eligible for a monetary bonus, your referral must:
 - i) Not be a current full-time IDEA staff member. For example, you cannot refer a current co-teacher for a teaching position.
 - ii) Be referred through the [referral system](#) and the referral must submit an online application via Cornerstone.
 - iii) Start in his/her teaching or school leadership role on the first day of the 2018-19 school year
- 4) To be eligible for a referral monetary bonus, employees must:
 - i) Be the **first** staff member who referred that individual. Don't delay!
 - ii) Still be a current employees of IDEA at time of bonus payout.
 - iii) Submit the referral through the [referral system](#) prior to referral being hired using this link: <https://ideaschools.secure.force.com/referralform/>
 - iv) Be a full-time employee at IDEA
 - v) Not be a member of the Staffing and Recruitment Team or a member of the Executive Leadership Council by time of bonus payout, not time of referral submission.
 - vi) Have submitted your referral for the relevant referral campaign cycle. For example, all referrals submitted last school year are no longer eligible for bonuses and must be resubmitted.
- 5) All eligible referrals for **instructional and campus leadership** roles will be paid out in September of 2018.