



Shift Preference Form

Bashor Children's Home residential programs are staffed with three shifts to give 24-hour coverage. Full-time direct care staff work a **4 days on, 2 days off rotation**. All direct care staff must be able to work some weekends on a rotational basis as scheduled. All full-time direct care staff will have **on-call** responsibilities.

Shift Times

The following is the basic shift schedule, please note first shift is highly sought, and frequently filled through internal transfer requests. Please indicate your preference with the following code.

#1: Able to work this shift (top preference)

#2: Willing to work this shift

#3: Unable to work this shift

Please put code number in the spaces that apply.

FIRST SHIFT: 6:00 a.m. – 2:30 p.m. (___)

SECOND SHIFT*: 1:30 p.m. – 10:00 p.m. (___)

THIRD SHIFT: 10:00 p.m. – 6:00 a.m. (___)

Part-Time as Needed (PRN) List

If a full-time Youth Care Worker position is not available you may go on the "PRN List." PRN employees are those who work on an as needed basis; you would be called to assist with coverage or work for staff on vacations or holidays as needed. The PRN position often leads to full-time employment.

Would you like to be considered for a PRN position? Yes No

HOURLY RATES for YOUTH CARE WORKERS AND PRNS

The following are hourly rates established by our Board of Directors:

Starting pay is at \$10.00 with a High School Diploma/GED and no experience

There is an additional .25 an hour for each year of verified post high school education up to 4 years with a completion of a degree
AA degree and no experience is \$10.50; BA/BS Degree and no prior experience is \$11.00

There is an additional .25 an hour for each year of verified experience up to 4 years

At the completion of your 90 day evaluation, there is an hourly increase of \$.50 for PRN staff
and \$1.25 plus benefits for full-time Youth Care Workers who have passed their orientation period successfully.

*There is an additional .50 shift differential for full-time direct care staff who are hired for second shift.

Date: _____ Signature of Applicant: _____