



Milestone Bonus for Frontline Staff

Why do we have a milestone bonus?

Arc values frontline staff who persist to the end of the school year. It is important for students to have a stable environment with mentors they can rely on.

Who is eligible?

Current Program Leaders or Inclusion Aides can receive the bonus. This includes employees in an interim role who will return to the PL/IA position after a temporary assignment. Staff in other roles have different opportunities for rewards/bonuses.

How do I qualify for the milestone bonus?

Check the table below. Your most recent hire date will determine which bonus you may qualify for this school year.

	If you were hired between...	...and stay until...	...you will receive a bonus on...	...in the amount of...
Fall Hire Bonus	7/1/26 - 8/12/26	12/31/26	1/29/27	\$100
Spring Hire Bonus	8/13/26 - 12/31/26	6/30/27	7/2/27	\$100
1 Year Bonus	7/1/25 - 6/30/26	6/30/27	7/2/27	\$250
2 Year Bonus	7/1/24 - 6/30/25	6/30/27	7/2/27	\$500
3 Year Bonus	7/1/23 - 6/30/24	6/30/27	7/2/27	\$750
4 Year Bonus	7/1/22 - 6/30/23	6/30/27	7/2/27	\$750
5+ Year Bonus	6/30/22 or earlier	6/30/27	7/2/27	\$1,000

How will I receive the milestone bonus?

Eligible employees that qualify will automatically have the milestone bonus added to their paycheck on the listed bonus date.

How do I check my hire date?

Log into Paycom. Expand the "Information" menu item and then click on "HR Information." The HR Information page shows your hire date.