



# *Dear Parents,* **HELP KEEP OUR SCHOOLS STRONG!**

When teachers and paraprofessionals are absent, substitutes are there to save the day! Becoming a substitute is a rewarding way to give back to your community and earn some extra income. Join ESS to ensure our students are supported with heroic substitutes every day.

## **Why become a Heber Springs School District Substitute with ESS?**

- Support your children's schools in a meaningful way
- Maintain a flexible schedule - Off nights, weekends, and holidays
- Work the same hours your kids are in school
- Receive health benefits, bi-weekly pay, and 401(k)
- Partake in ongoing training opportunities and bonus programs

(EOE)

# *Now Hiring!*

Apply at **ESS.com** to start your application.

877.855.7264 | HRMidwest@ESS.com