

Mercy Road Academy Assistant Teacher

Status: Full-Time

Salary Band: \$12-\$15 per hour

Reports To: Lead Teacher & Center Director

Schedule: 40 hrs/week • Monday – Friday • No weekends except quarterly family events

Position Summary

Mercy Road Academy Assistant Teachers support the Lead Teacher in creating a safe, nurturing, and Christ-centered environment where children ages 2 through preschool can thrive. This role helps implement daily routines, classroom activities, and care practices that promote each child's social, emotional, cognitive, physical, and spiritual development. Assistant Teachers play a vital role in maintaining licensing standards, engaging with children, and supporting the overall mission of Mercy Road Church.

Why This Role Rocks

- Help shape young hearts and minds in a Christ-centered, joy-filled environment where every day is full of laughter, learning, and purpose.
- Partner with families, build lifelong impact, and grow alongside a supportive team that values faith, excellence, and community.

Key Responsibilities

- Support the Lead Teacher in daily classroom routines, activities, and transitions
- Build loving, respectful relationships with children and model Christ-like character
- Help supervise children and maintain required staff-to-child ratios at all times
- Assist with lesson implementation, classroom set-up, and learning activities
- Promote positive behavior and help guide children through conflict resolution
- Maintain a clean, organized, and welcoming classroom environment
- Assist with documentation, attendance, mealtimes, diapering/toileting, and other care routines
- Communicate professionally with families and other staff members
- Participate in staff meetings, trainings, and devotionals

- Step in as needed to support other classrooms and center-wide activities
- Ensure compliance with all state licensing, health, and safety regulations

Mission Alignment

- Represent Mercy Road Academy with kindness, grace, and excellence, reflecting the mission and values of Mercy Road Church in all interactions.
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Qualifications

- **High-school diploma or GED.**
- **At least 6 months experience** working with children (center, church nursery, camp, etc.).
- Ability to lift 40 lbs and work at child level (floor, tables, playground).
- Current or willing to obtain: CPR/First Aid, background check, TB test.
- Agreement with Mercy Road's statement of faith and readiness to model Christian values.

Nice-to-Haves

- CDA credential in progress or completed.
- Familiarity with Paths to QUALITY® or IN licensing standards.
- Experience using Procure or similar parent-communication apps.

Benefits

- \$400/month Medical/Dental/Vision reimbursement
- **PTO: 12 “use-it-or-lose-it” days per calendar year + 10 holidays** (no PTO payout).
- 50 % childcare discount for your child(ren)
- Retirement at 3% match
- Paid professional-development toward CDA.
- Flexible shift options (morning, mid, closing).

Mercy Road Academy is an equal-opportunity employer and a ministry of Mercy Road Church. Preference may be given to individuals who share our faith commitments as permitted by law.

