



Details & Regulations

What is ESS Together?

ESS Together is a program in which members of a school community can refer a friend to become an ESS employee. When a referred candidate is hired and meets the minimum requirements outlined herein, ESS will donate \$75 to an affiliated association of the school district's choosing, such as the district's education foundation or scholarship fund.

Overview of the ESS Together Referral Process

1. Referrer submits a candidate through the [ESS Together Web Form](#).
2. Referrer is sent to the Referral Confirmation Page; candidate receives a notification email.
3. Candidate must be hired and meet the minimum work requirements for the association to receive the referral donation.

Referrer Requirements

To be eligible to earn money toward school district associations through our referral program, the referrer must fill out the form accurately with the correct information in each designated field.

Candidate Requirements

The referred candidate must meet the following requirements:

- The referred candidate must be entirely new to the ESS application process. At no point in history can the candidate have started an application, even if it was ultimately never completed.
- When ESS partners with a new district (or implements a new service line in a current district), any district substitute or other applicable staff who has the opportunity to transition to ESS is not a valid referral candidate.
- The referred candidate must complete their application, become hired, and:
 - Substitute candidates must work eight (8) or more days within their first 30 calendar days (the 30-day period begins on the date of the candidate's first completed assignment).
 - Permanent candidates must accept and complete two (2) consecutive months in a permanent position.
- The referred candidate must not have undergone any disciplinary action.

Referral Donation Details

Referral donations will be made based on the following guidelines:

- Participating school districts will designate an affiliated organization to receive donations from the ESS Together Program, such as the district's education foundation or a scholarship fund.
- Each successful referral will earn a \$75 donation toward the affiliated school district's designated cause.
- There is no limit to the number of people that can be referred.
- Referral donations are paid out in July and January. The donation will be made according to the date in which the referred candidate meets all eligibility requirements. See table (right).
- If the referred candidate applies with a different email address than the one submitted in the web form by the referrer, our system has no way to link the referral with the applicant. The donation will not occur unless the referrer notifies ESS of the situation and ESS confirms the referral is valid.
- Questions can be sent to ReferralProgram@ESS.com.

If referred candidate meets all requirements in:	Donation will be made in:
January - June	July
July - December	January