



The Scoop

Volume 2018-2019, Issue February 2019-April 2019



Brevard
Public
Schools



VISION:

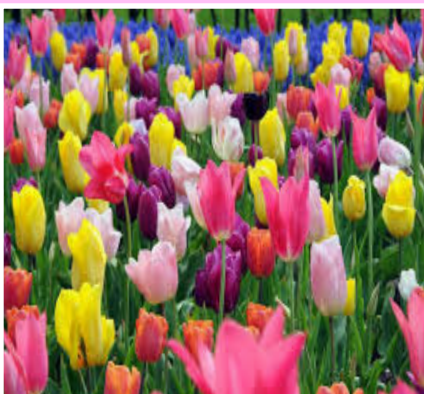
Brevard Public Schools will serve our community and enhance students' lives by delivering the highest quality education in a culture of dedication, collaboration, & learning.

MISSION:

To Serve Every Student with Excellence as the Standard.

Human Resource Services:

BPS fosters a high performing workforce within a collaborative learning culture through effective communication and stellar customer service meeting the needs of our stakeholders to positively impact all our students.



Eleven and Twelve-Month Employees - Summer Operating Hours/ Alternate Schedule Option

Summer Operating Hours:

We will be implementing an energy conservation strategy for the summer by minimizing electrical consumption during the peak hours of 3:00 pm-6:00 pm. District and School Summer hours will be 6:30 am-3:00 pm, beginning Monday, June 3 and will return to regular hours on Thursday, August 1. HVAC systems will not be operational prior to 6:30 am and after 3:00 pm; the building/office **will** become **very warm** during those "off" hours.

Summer 4-Day Workweek Option:

Employees wishing to alter their summer schedules to a 4-day, 40-hour workweek should obtain approval from their supervisor. The four-day workweek will begin Monday, June 3 and end on Thursday, July 25. The first Monday off is June 3 and the last Monday is July 22. The first Friday off is June 7 and the last Friday is July 26. The district offices and schools will be open 5 days per week from 6:30 am-3:00 pm during the summer. Please [click on the attached form](#) to request consideration for approval of alternate work hours.

July 4th Workweek:

During the July 4th workweek, the alternate summer schedule of a 4-day workweek will **not** apply. Payroll, for this workweek, will function the same as any other workweek with a federal holiday (Memorial Day, Labor Day, etc.) and each day will count as 8 hours. All full-day leave requests for that week will be for 8 hours. We will continue to minimize electrical consumption during peak hours of 3:00 pm-6:00 pm as HVAC systems will not be operational prior to 6:30 am and after 3:00 pm and the building/office **will** become **very warm** during those "off" hours.



New Director of Professional Standards and Labor Relations - Dr. Karyle Green

I am excited to introduce myself as the new Director of Professional Standards and Labor Relations effective June 3. I am excited to visit schools and meet teachers, staff and administrators from across the district. I have a strong background in human resource services and really look forward to digging into the professional standards we hold dear to the work we accomplish every day. It is my goal to practice efficient, effective, compassionate and moral leadership at all times. I believe I have the ability to foster relationships based on trust, understanding and empathy that allows employees to feel valued and important in this most critical time of public education when we are struggling to retain our best teachers and staff.

I have been with Brevard Public Schools for a total of four years and I love our collective commitment to ***servng every student with excellence as the standard***. I promise to serve our employees upholding that same excellence.

The end of the year is quickly upon us and, in a few short weeks, I will move in with my new team. I appreciate the opportunity that Dr. Thedy, Dr. Mullins and the School Board have given me to serve you.

PROFESSIONAL LEARNING AND DEVELOPMENT

Brevard Public Schools hosted its annual Teacher Career Fair on March 15 at Viera High School. The event was a big success given the feedback received from both the participating schools and job seekers!

At the completion of the event, 26 schools offered Pre-Contract Binders. There were also 15 other candidates that were offered District Level Pre-Contract Binders based on the strong ratings they received from principals throughout the day.

Special thanks go to the entire Professional Learning and Development Department, various employment specialists within HR and Certification. These individuals spent months preparing for this event to ensure that our Career Fair was a positive experience for both the schools and the participants. A big shout out also goes to the 20 BPS volunteers that assisted job seekers throughout the day by answering their questions, providing support and securing additional interviews for the candidates they were assigned to.

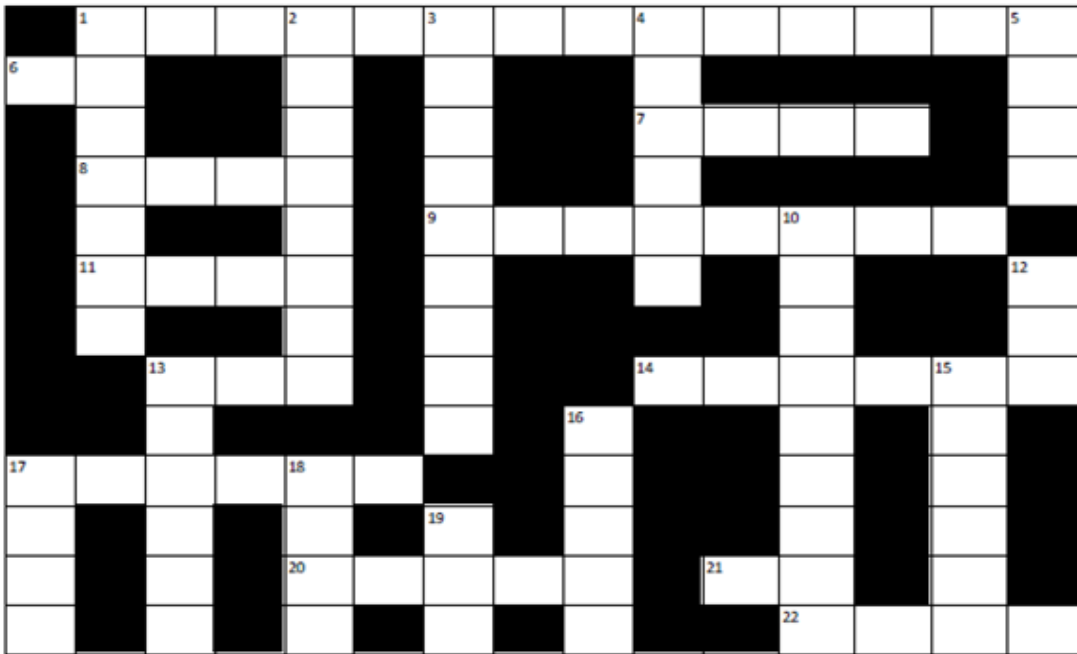
Lastly, thank you to the staff at Viera High School for allowing this event to continue to occur on their campus. This was a great example of the BPS family coming together to showcase all the wonderful things our county has to offer!



Compensation Services and Position Control

(Answer Key in Next Issue)

Post-Interview Crossword Puzzle



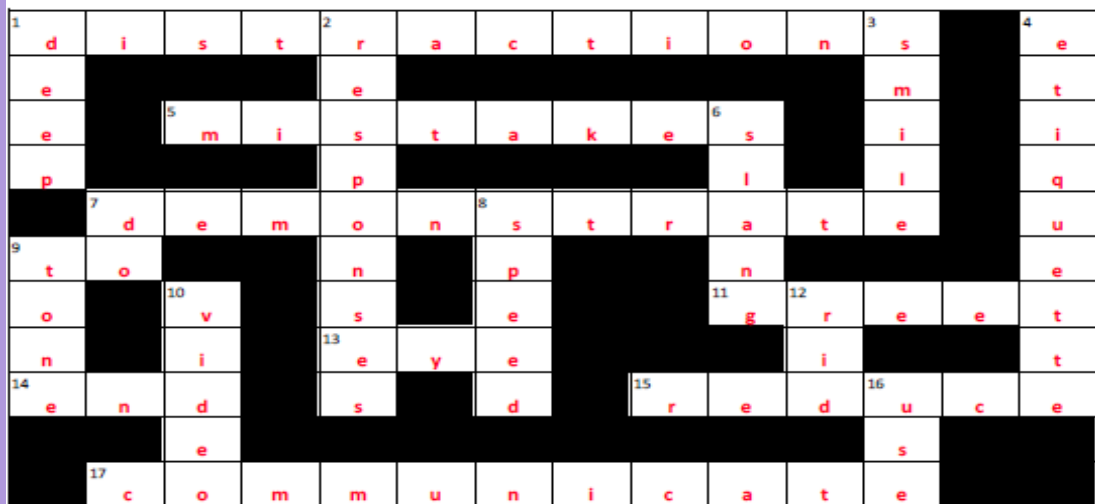
Across

1. Proofread all post-interview _____, including letters and emails.
6. _____ not send a generic thank you note.
7. Be polite and prompt if you _____ down an offer.
8. Post-interview thank you notes are important. _____ reflect your professionalism.
9. Be _____ about your job search if you are currently employed.
11. You can _____ or email if you have not heard from the interviewer after a few weeks.
13. Understand wage _____ labor laws in your state.
14. Research the average _____ for your position.
17. Do not have your _____ contact the interviewer.
20. Send a _____ you note after the interview.
21. The best way to follow up after an interview is by phone _____ email.
22. You should _____ a thank you note immediately after the interview.

Down

1. Include current _____ information on all correspondence.
2. Do not send a poorly _____ thank you note.
3. Companies may be willing to negotiate salaries, bonuses, work _____, and other benefits.
4. Give your current employer _____ before switching companies.
5. Be sure to thank _____ interviewer.
10. You alone are responsible for communicating with potential _____.
12. Identify the _____ ways you could add value to the company.
13. Do not be _____ to negotiate employment terms.
15. _____ from your current employer politely.
16. Try to give two _____ notice when resigning.
17. Be sure to send a _____-interview thank you note.
18. Your thank you _____ should be error-free.
19. You _____ or may not hear back from companies after the interview.

Job Interview Crossword Puzzle



Previous Issue Answer Key



Labor Relations



Bargaining Update:

The Board and BFT met on March 13, 2019 and March 27, 2019 to continue negotiations towards contract resolution. Several tentative agreements were reached to include:

- Sick leave transfer
- Referred student temporary removal from classroom
- Preparation time “no meeting zones”
- Professional development restrictions on Early Release Fridays
- Updated language regarding grievance procedures that do not include BFT representatives
- Added language regarding the awarding of Advanced Degree Supplements for our instructional personnel (IAW 1012.22, F.S.)

While still at impasse over salary, both teams are very encouraged by the progress made. Negotiations between the Board and IUPAT Local 1010 will continue on a date to be determined. Once again, tremendous progress has been made in language modifications and both sides continue to negotiate collaboratively and look forward to contract resolution in the near future.

Beth Thedy, Ed.D.

Deputy Superintendent/Chief Human Resources Officer
Phone: (321) 633-1000, ext. 200 * Fax: (321) 633-3565

Professional Standards & Labor Relations

Karyle Green, Ed.D.

Dir, Professional Standards/Labor Relations
321-633.1000, ext. 265
Green.Karyle@BrevardSchools.org

Professional Learning & Development

Mike Alba

Dir, Professional Learning & Development
321-633-1000, ext. 240
Alba.Mike@BrevardSchools.org

Compensation Services & Position Control

Rochelle Schwindt, SPHR, SHRM-SCP, LSSGB

Dir, Compensation Services
321-633-1000, ext. 250
Schwindt.Rochelle@BrevardSchools.org
CompensationServices@BrevardSchools.org

Employment Services

Mechelle Shrader

Employment Manager, Elementary and ESF
321-633-1000, ext. 220
Shrader.Mechelle@BrevardSchools.org

Marynet Dulice

Employment Manager, Secondary and ESF
321-633-1000, ext. 247
Dulice.Marynet@BrevardSchools.org

HR Data, Reports, and Analysis

Mary Lou Stant

HR Information Systems Analyst III
321-633-1000, ext. 245
Stant.MaryLou@BrevardSchools.org