



The Scoop

Volume 2017-18, Issue January-February

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.

Employment Services

CERTIFICATION CORNER! April 2, 2018 Deadline is approaching!

It's the time of the year where our educators and staff who hold a Florida Department of Education certificate should take a moment and take action!

If you hold a **Temporary Certificate** expiring **6.30.2018**:

- Be sure you have met all the requirements and apply to the FL DOE (link below) for your five year Professional certificate.

If you hold a five year **Professional Certificate** expiring **6.30.2018**:

- Contact your school or department secretary for the NEW PROCEDURES outlined to them in an email dated January 30, 2018 from the offices of Certification. Please follow the steps indicated on the attachment within that email.

If you received a **Temporary Certificate** this year which will expire on **6.30.2020**:

- Be sure to successfully complete the **General Knowledge test prior to April 2, 2018** to be eligible to be reappointed for the 2018-2019 school year. Here is the link to the FTCE (Florida Teacher Certification Exams): www.fl.nesinc.com
Note that the results are taking up to 4 weeks so register now.
- Florida Department of Education is using new terminology: **SWD** (teaching **Students With Disabilities**) is formerly known as ESE.

FL DOE website link: <http://www.fldoe.org/teaching/certification/on-line-application-status-lookup-site.stml>

Professional Learning and Development



Brevard Public Schools Teacher Job Fair will be held on Friday, March 16, 2018, at Viera High School from 8:00am to 1:00pm. We are seeking to add teachers who love working with children and are passionate about teaching and learning to our already outstanding workforce. School administrators will be on site conducting interviews and extending tentative offers for employment. Future BPS teachers will need to register by completing the job fair participant form at www.brevardschools.org. They must also have completed Brevard's on-line application and applied for a Florida Teaching Certificate and received a statement of eligibility by April 2, 2018.

Professional Standards and Labor Relations

Attention all IUPAT Local 1010 Supported Staff:

IUPAT Local 1010 Union Leadership and Brevard Public Schools recently reached a tentative agreement on contract language. We are pleased to have agreed upon language that is beneficial to our workforce and are encouraged by the cooperation and collaboration taking place between the teams. The following is a snapshot of the highlights of the negotiated contractual elements:

- > 1.5% salary increase in hourly rate or annual salary for all employees for 2017-18 – retroactive to July 1, 2017
- > \$200 one-time bonus for all employees (except Cabinet, Superintendent, General Counsel, and School Board members)
- > Contract language is valid for 2017-18 and 2018-19
- > The 1.5% is for the 2017-18 school year
- > Salary negotiations is a re-opener for 2018-19

YOUR VOTE MATTERS!! We strongly encourage all Local 1010-covered employees to cast their vote! Voting on the new contract will take place at the following times and locations:

WELLNESS CLINIC AT JACKSON MIDDLE SCHOOL

2/19 7:30am-5:30pm

ESF BUILDING-VIERA

2/20 7:30am-5:30pm

WELLNESS CLINIC AT ESF LOCATION

2/21 6:30am-5:30pm

WELLNESS CLINIC AT CENTRAL MIDDLE SCHOOL

2/22 6:30am-5:30pm

Additionally, voting will be offered at the IUPAT Local 1010 Office:

UNION OFFICE @1613 N. COCOA BLVD. (US1)

COCOA

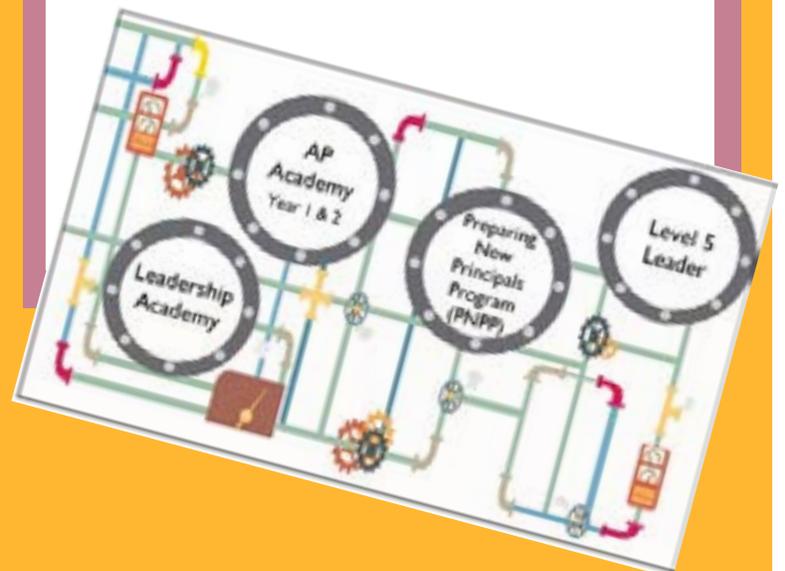
FEBRUARY 19-23 7:30am-5:30pm

QUESTIONS?

Please call the Union office @ 321-704-8360

Professional Learning and Development

The Administrative Pipeline cultivates leadership centered around the Florida Principal Leadership Standards. Within the Administrative Pipeline, there are 5 cohorts specifically designed to provide professional development, collaboration, mentorship, and job-embedded tasks to expand upon foundational leadership skills. Our Leadership Academy is for teacher leaders who are aspiring to become administrators. The AP Academy consists of 2 cohorts – the Year 1 program supports first year assistant principals and the Year 2 program prepares assistant principals to enter the Preparing New Principals program (PNPP). While in the PNPP program, participants will develop the skills necessary to become a school principal and receive their Level II Certification. Principals chosen for the Level 5 Leader program intentionally develop and support other leaders to promote a culture of excellence. All participants from the 5 cohorts will participate in Brevard Public School's first Lead! Conference on March 10th.





Happy Valentine's Day to everyone.



Our wish to all of our employees is that you have a relationship that you value in your life whether it be your significant other, a family member, a friend or a fellow colleague. On the last page of the edition you will see we highlighted some of our employees who have had very successful relationships...thank you to everyone who submitted photos and insights to a loving relationship. You inspire us all.

One of our most significant goals for HR this year is to open up communication both externally and internally to help build collegiality. Your HR Leadership team meets every day to review daily schedules and also once a week in a formal setting to learn together, discuss our work, and provide cross-functional supports, but there is a much bigger purpose for our interactions: the building of solid relationships. Our core function is to assist this district with the best service possible and we understand that our service to you is directly impacted by how we work together as a team. Building relationships takes time and commitment. It takes courage to speak out, to listen more than you talk, and vulnerability to say you're sorry....we work at this every day in the spirit of what's best for this organization and each other. We recently viewed this video together and thought you might find it intriguing as we did. It's about what keeps us happy. Here is a summary: What keeps us happy and healthy as we go through life? If you think its fame and money, you're not alone – but, according to psychiatrist Robert Waldinger, you're mistaken. As the director of a 75-year-old study on adult development, Waldinger has unprecedented access to data on true happiness and satisfaction. In this talk, he shares three important lessons learned from the study as well as some practical, old-as-the-hills wisdom on how to build a fulfilling, long life.

https://www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness

Free Tax Preparation Program

United Way of Brevard has a large Free Tax Preparation program in Brevard County and many BPS employees have taken advantage of this program over the past few years. These free tax prep services are available to anyone with a household income of \$54,000 or less and they can provide access to free online tax prep services for households with even a slightly larger income (\$64,000 or less, combined). For more details about this program, visit www.myfreetaxes.com



Ask Ms. Information!

This is a new monthly column to share answers to FAQs from around the district and is designed to open up the lines of communication and share Tips & Tricks as we advance through the 2017-2018 School Year.

HR Information Systems

FAQ: My principal and I have both signed off on my final evaluation and when I look at my evaluation, all of the check marks are not green and some of the activities still say "in progress". Why?

Miss In': For the 2017 – 2018 School Year, please remember to complete each individual task as the year progresses. Accept, signoff, etc., until you see the green check mark appear on the gear. Your principal has a special dashboard that they will monitor throughout the year. We want to ensure everyone has an accurate, official electronic record at the end of the year reflecting all the effort you put into your evaluation.

FAQ: Why do I get two copies of the Summative II for some of my employees to sign?

Miss In': People include themselves on their own CMA Team. The red note next to the Add CMA Team Members stating in red: Do NOT add yourself to the CMA Team is there for this reason.

FAQ: Is that it?

Miss In': For this issue, yes. Keep the questions coming in and great work everyone!

Carol A. Kindt, Ed.D.

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What is the secret to successful marriages as Career BPS Educators?



John & Denise Johnson - 33 Years

"The secret to having a lasting relationship: Say "I Love YOU" every day, spend time together every week, prefer each other, laugh out loud, respect and appreciate differences, keep values aligned and stay madly in love with each other".



Glenn & Catie Webb - 23 Years

"Marriage is finding things that we are both passionate about and making those our priorities. Faith and family are the foundation for all our decisions. We choose to listen to each other, find common ground on options we don't fully agree on, and always support the other's decisions. Our time together is spent outdoors hiking, birding, and relaxing on the beach. Most of all, we love to serve others".



Robin & Teri Novelli - 30 Years

"We are best friends. Not everything in a marriage has to be romantic. We were best friends before Robin moved ahead to Florida to pursue education and maintain it through 30 years of marriage. We like each other."



Rick & Robin Fleming - 27 Years

"Our work as educators is not simply a job, rather it is a way of life for both of us". "I would add sticking together as a family and appreciating differences. Spending time together outside of work alone and with family and friends. Also, giving each other space to do the things we don't share interest in".



Lou & Beth Thedy - 25 Years

"One thought is understanding that marriage is about selflessness: both individuals focusing more on their partner than themselves. It is knowing someone is always there supporting you. It is about working together to achieve dreams. Our work as educators is not simply a job, rather it is a way of life for both of us".



Jeremy & Brenda Salmon - 28 Years

"We have always been each other's best friend. We work really hard and play even harder. When we are at work we are driven by the kids, when we are away from work we are driven to be adventurous (we call that Being In The Game), we go 4 wheeling, fishing, camping, and when we leave work we really try to leave it behind".