



The Scoop

Volume 2017-18, Issue March

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



REFERENCES AND VERIFICATION OF EMPLOYMENT

Board Policy 1121, Policy 3121, and Policy 4121 requires that applicant candidates for employment provide a minimum of three (3) acceptable references as a condition of employment. The references should be work-related and must be completed by a Principal, Director, Supervisor or the personnel department of the previous employer. The reference must match the name of the Principal, Director, or Supervisor listed on the application. A reference from the last employer is required at the time of employment.

Teacher applicants who do not have teaching experience should obtain a reference from the teacher who supervised student teaching. References should also be obtained from college professors and previous employers.

Additional references and employment verifications may be required for specific positions or may be required to document experience for salary purposes. References from relatives, friends, and coworkers are not acceptable.

Employment Services



Have You Moved?

As employees move and/or change addresses and phone numbers, it is extremely important that our official records with BPS are accurate. Employees have the opportunity to check their current address and phone number of record as well as submit their own address/phone number changes via their MIC (My Information Center) account. To logon to your MIC account, [click here.](#)



Professional Standards & Labor Relations

BFT and Local 1010

We are pleased to announce that both the BFT and Local 1010 contracts have been ratified. Both units received a 1.5% salary increase and a \$200 bonus.

Employee's covered by the BFT contract received their salary increase on the February 28th paycheck. The retroactive pay will be on the March 30th paycheck.

Employees covered by the Local 1010 contract will receive their salary increase on the March 15th paycheck. Retroactive pay will be on the April 13th paycheck. All employees with the exception of Cabinet will receive the \$200 bonus on the April 30th paycheck.

Thank you all for the hard work you put in to make Brevard the best district in the state.



Professional Learning & Development

A New Direction for Teacher Leadership

Based on our program goals of providing high quality professional learning for aspiring teacher leaders, Professional Learning and Development is developing teacher talent by providing teachers with a pathway to enhance and strengthen leadership skills. Teacher Leadership Academy is a new program, launched in January of this year, designed to build teacher leadership capacity within our schools and develop teacher leaders to be a driving force in affecting change within our schools and educational community. Applicants were chosen based on their interest in working with teachers in their schools, had pre-requisite training such as Clinical Educator Training, and a desire to move into leadership roles at their schools or even within the district. Under the facilitation of Linda Buffum, Staff Development Specialist, the sessions are running once a month, and training topics include: Responsibilities and Roles of Teacher Leaders, Supporting Best Practices through Coaching and Mentoring, Standards Based Instruction, Data Driven Instruction, and Leading Professional Learning. The trainers represent a variety of different professionals including Leading and Learning and school based presenters. In 2019, Professional Learning and Development will be expanding this opportunity to encompass topics on Policy Leadership and additional topics specific to developing our school-based mentoring program. We will begin in September with a new co-hort of aspiring teacher leaders.

For more information about the program, click on the following link: [Teacher Leadership Academy Guide](#). Then click on the "Teacher Path to Leadership" section.



Compensation Services & Position Control

Classification and Compensation Study Update

While the hurricane and subsequent evacuations/lost work time has impacted the study, we are still on track to receive results with only minor delays. Management surveys, employee position surveys, and external salary surveys are all major milestones of the study that have been completed to date. Currently, the analysis and job description revisions are the bulk of our work. We can expect to start seeing revised job descriptions in the next month and the follow-up departmental reviews of the revisions will take another couple of months to complete. Projections and recommendations should be presented by the consulting firm over the next month or so as well. Once they have been reviewed internally with the Board and the affected bargaining units, requested revisions will be processed in order to develop final recommendations and timelines for implementation. This study covers a lot of ground with many affected processes which will take multiple years to execute, but we are optimistic that positive results will be achieved over time.

Concurrently, your Compensation and Position Control team has been consolidating and cleaning up title codes, job description content, templates, forms, and processes. Sample data points:

- Since July 2017, we have archived 41 job descriptions not currently being used and only have 511 more to review.
- Since October 2017, we have archived 746 out of 1809 title codes leaving us with 1063 left to review.

Salary schedules have been updated in conjunction with the recent ratifications and will be published this month.



HR Data, Reports, and Analysis

Ask Ms. Information!



FAQ: Why can't I evaluate a teacher who is on my Collaboration and Mutual Accountability (CMA) team?

Miss In': Adding teachers to your CMA Team gives them access to evaluate you. If you cannot evaluate someone else, they have not put you on their CMA Team. I have been getting numerous questions about the process in ProGOE. Our teachers are demonstrating exemplary CMA characteristics and it is a pleasure to assist!

FAQ: How can I monitor progress on the IPPAS evaluation to ensure deadlines are met?

Miss In': Please be advised that we will be running reports, monitoring progress and updating principals on all aspects of evaluation completion status. Please take time to study your dashboard and notice the categories that are missing the coveted green check mark. The FLDOE requires us to report a score for all of our teachers, or provide an explanation for why a score was missing. We will be sending a report to principals apprising them of the evaluation status for all their teachers, beginning in March. Please make sure your staff understands if they do not have a green check mark on a section of the evaluation, or you do not see a green check mark on your dashboard, the activity has not been completed. Any uncompleted activities may impact their final score, or worse result in a ZERO. The list we send out in March will give you another opportunity to review and make corrections before we provide Leading and Learning an update.

If you have any questions, please contact Mary Lou Stant at 321-633-1000, ext. 245 or Stant.MaryLou@BrevardSchools.org.

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