



# The Scoop

Volume 2017-18, Issue September

## 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

### **Best and Brightest Teacher Scholarship Program**

2017-2018

The state of Florida created the Best and Brightest Scholarship Program (F.S. 1012.731) to attract and retain high academic achievers in the teaching profession. This is a State funded program, with the District determining qualified recipients based on requirements defined by FL Statute.

The District's webpage pertaining to the 2017-2018 Best and Brightest Teacher Scholarship may be found at [http://www.edline.net/pages/Brevard\\_County\\_Schools/Staff/Best\\_and\\_Brightest/Home](http://www.edline.net/pages/Brevard_County_Schools/Staff/Best_and_Brightest/Home) or by navigating to "Staff, Best and Brightest" directly from the District's website. Here you will find the BPS scholarship application, instructions, as well as a Frequently Asked Questions section.

If you have any questions regarding the application process, please contact:

[BestandBrightest@brevardschools.org](mailto:BestandBrightest@brevardschools.org)

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### **Annual Contract Teachers eContracts Notice**

All Annual Contract teachers will receive an email containing the link to sign their 2017-2018 annual eContract on Monday, October 2nd. They will have until close of business on Wednesday, October 11th to sign their eContracts on a computer connected to the District's network.

## Professional Standards

***All employees of BPS have an affirmative duty to immediately report known or suspected child abuse, neglect or abandonment. The threshold for mandated reporting is "reasonable cause to suspect" that a child has been abused or neglected.***

### **Q&A *The more you know***

Q: A student was left in the classroom unattended, should I report to DCF?

A: Yes, in the event a child is left unattended a report should be made to DCF.

Q: A student states a member of the staff has cursed at them and called them names. The student is visibly upset and states they do not want to go to school due to the treatment. Should I report to DCF?

A: Yes, the administrator must assess this situation carefully and if there is any doubt as to abuse occurring always err on the side of caution and report to DCF.

Q: A parent has reported their child was physically hit, grabbed, pinched, etc. by a staff member. There are no marks on the child, should I report to DCF?

A: Yes, while there may not be marks on the child, the parent's report poses "reasonable cause to suspect" and therefore the matter should be reported to DCF.

***Any doubt as to whether abuse, neglect or abandonment has occurred shall be resolved in favor of reporting.***



## Employment Services, cont.

### New Hire/Transfer Process

In order to positively impact recruitment, retention, and performance, it is essential that ALL hiring administrators follow the formal hiring process.

After posting a vacancy in BEACON, screening & interviewing the qualified applications, and recommending a candidate for employment, it is imperative that our employment services team complete the formal hiring process to ensure candidates are cleared for hire. Start dates will be sent via email.

New hires and transfers will not receive a start date or begin working in the new position until the candidate has completed all pre-employment requirements.

## Labor Relations

### BFT Updates

**\*\*IMPORTANT: All agreements are contingent upon ratification by BFT Membership and the School Board.**

The District and Brevard Federation of Teachers (BFT) met on September 20, 2017 to continue contract negotiations. Three (3) Tentative Agreements were signed by the parties.

- Juvenile Justice Sites was added to the list of “Difficult School Assignment” and included in the list of standard supplements.

- Artifacts submitted to the evaluator before observations shall be reviewed and given due consideration before final evaluation.

- When an instructional staff member is placed on administrative leave, they will be informed of the specific incident leading to such leave unless doing so jeopardizes student safety or the integrity of the investigation.

## Professional Learning & Development

### News You Can Use

The **2017-2018 IPPAS Handbook** was approved by the Board this week and is now available under the “Resources” tab in ProGOE.

The **2016-2017 Summative Part II Conferences** will begin in mid-October. More information will follow via the Leadership Team Packet.



### HR Knowledge Booster

### On Job Descriptions: What constitutes Required, Preferred, and Desired requirements?

Answer to be provided in the next issue.

Answer from last issue: An ATS is an Applicant Tracking System. The goals of an ATS are to provide a positive candidate experience, ensure compliance, and build efficiencies in hiring. Additionally, an ATS may also have other features such as Pre-employment forms, On-boarding processes, and document libraries.

## Employee Spotlight

In this issue of The Scoop we would like to highlight Theresa Cavanaugh, the Program Development Coordinator for Brevard After School. In Brevard After School we have a wonderful opportunity to enhance students' lives with enrichment clubs such as Soccer Club, Chess Club, Spanish Club, and Karate Club. We also have 11 Schools with 21st CCLC grant programs throughout the county, and we offer fee based After School Services in all of the Public and School of Choice Elementary Schools in the District. We are in the process of bringing Endeavour Elementary on as another 21st CCLC grant school to provide free after school services including project-based, hands on learning activities, as well as valuable remediation by certified teachers.

### How can YOU get involved?

Brevard After School Career Path offers something for everyone with a wide range of hours including part-time and full-time, benefited positions. Brevard After School employees are even offered free childcare for their school-age children. College students, retired teachers, working parents, and anyone who loves enriching the lives of our students are encouraged to apply. We have sites that employ as few as 3 people and others that employ 12-15 people. Theresa is always recruiting new After School Professionals and currently has vacancies so get the word out! She attends recruiting opportunities with Goodwill Industries, and hopes to get in touch with the recruiting agent from Eastern Florida State to get on their job fair schedule again this year. She also works with the Adult Education Team to recruit their students. You can find them on Facebook and Twitter and you can follow them by clicking on the logo under Theresa's picture. HR would like to thank Theresa Cavanaugh for all she does to help the children of this great community!



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