



## Frequently Asked Questions for Current BPS Substitutes (SmartFind Users)

### **What is Kelly Educational Staffing®?**

As the national leader in educational staffing and the largest employer of substitute teachers, Kelly Educational Staffing (KES®) has partnered with more than 7,000 public and private schools in 35 states. KES is a division of Kelly Services, Inc., which specializes in the recruitment, placement, and management of substitute teacher programs. To date, close to half a billion student learning days have been taught by a Kelly Educational Staffing substitute teacher.

### **If Kelly Educational Staffing is selected to provide substitute employees for Brevard Public Schools, will the substitute pay rates change?**

No, KES mirrors the school district's current pay scale.

### **Will school district staff and employees still be able to select a specific substitute for an assignment?**

Yes, individual substitutes can still be assigned to specific absences and substitutes can continue to work at their favored schools and in their favored position.

### **What benefits does KES offer for substitute employees?**

As Kelly employees, substitutes are eligible for the following benefits:

- Weekly pay
- Ability to select school location preferences
- Employee recognition programs including Substitute Teacher of the Year
- Paid training for employment information and district policies and procedures
- Optional insurance benefits
- Direct deposit
- Scheduling flexibility
- Easy access to assignments
- Service bonus plan
- 401(K) retirement saving plan

### **Does Kelly charge substitute employees any type of fee for application or employment?**

No, KES does not charge any type of fee for employment of current BPS substitutes.

### **Can substitute employees work for multiple school districts that Kelly services?**

Through Kelly, substitute employees can request to work in any of the schools or school districts KES services, as long as the substitute meets the screening requirements of the school or district.

### **Can substitute teachers be considered for assignments outside of substitute teaching?**

If a substitute employee is interested in taking non-teaching assignments during the summer, holidays, or at any other time, they should notify a Kelly Representative. Kelly offers a variety of assignments—including, but not limited to—marketing, customer service, and office opportunities.

### **What do substitute employees need to do now?**

No action is needed at this time. If Kelly Educational Staffing is selected to partner with Brevard Public Schools, an announcement will be made and communication regarding the next steps will be sent to all substitute employees.