Benefits Coverage During the Summer Months

Premiums for benefits are taken out of paychecks from August 30 through May 31 (19 paychecks total).

12-month employees on the medical, dental and/or vision plans do not have premiums taken from their checks during the summer months but are still covered for care during this time.

10-month employees on the medical, dental and/or vision plans returning for the 19-20 school year are covered for care during the summer months and will see their premium deductions begin again in their August 30 paycheck.

Any covered employee who does not return for the 19-20 school year and has paid premiums through May 31, 2019 will have coverage of benefits through September 30, 2019. COBRA coverage information will be mailed to the employee’s home address during the month of September.

Teacher Transfer MOU

Our internal early teacher transfer Memorandum of Understanding (MOU) remains in effect through June 28. If a teacher did not submit his/her name for an early transfer, he/she is eligible to apply through a posting. To date we have had 35 teachers transfer to one of their requested schools. Please note that there will be no internal transfers from July 2 - October 14 unless it is considered a promotion.

Attendance Incentive

During the 2018-19 school year there was a MOU between the St. Johns County School District and St. Johns Education Association to reduce the number of teacher absences while positively affecting student performance. Research shows, that teachers in the classroom with few absences impacts student achievement. Instructional employees had the opportunity to earn $900 between September 1, 2018 and May 28, 2019.

During the first semester, teachers had the opportunity to earn up to $300 for not using in any combination of up to three days for the months of September, October and November. There were 1,700 teachers who received some increment of pay. During the second semester and up to the time this newsletter was published, we had 1,788 instructional staff who would be eligible to receive some increment between $100 and $900. We want to thank our teachers who participated in this opportunity. This is a win-win for our students and our teachers.

Remember our Veterans

Memorial Day honors men and women who died while serving in the U.S. military. Many Americans observe Memorial Day by visiting cemeteries or memorials, holding family gatherings and participating in parades. Thanks for taking a moment out of your day to remember our veterans who have died for our country and for our freedom. We salute our Veterans!
Share Your Skills with Us!

Do you have a passion to help others learn, or to share your skills and knowledge with others? If you do, send me an email and let me know if you’d like to be an in-service presenter addressing any of the listed topics (see below) or other related topics.

I am working on a menu of training opportunities for our District Non-Instructional Personnel to be offered during our upcoming planning days (**October 14, 2019 and March 13, 2020**). We need courses offered throughout the District that will appeal and be beneficial to nurses, extended day personnel, clerks, paraprofessionals, secretaries, bookkeepers, district staff, etc.

After reviewing our most recent Non-Instructional PD survey results, the following topics were listed as high interest:

- CPR/First Aid & AED
- Stop the Bleed
- Effective Methods for Managing Student Behavior
- eSchool Plus
- Instructional Strategies for Classroom Support
- Managing Difficult People
- Mental Health Counseling/Assistance
- Microsoft Office Apps (WORD, EXCEL, Publisher, Power Point)
- One Note/One Drive
- Microsoft Outlook
- Para/Teacher Team Training
- Student Engagement, Strategies to Support Classroom Instruction
- SWAY (Microsoft: creating newsletters, presentations, documents)
- Team Building
- Workplace Communication

We’d love to have you offer such training and share your area of expertise with other district employees. If you are interested, please send an email by Friday, August 19, 2019 to George.mastoridis@stjohns.k12.fl.us. I look forward to hearing from you.

Presentations & Videos for all Employees

Each year all employees are required to view designated videos. To help make it more manageable each year, we will be staggering some titles while others titles remain yearly. If you would like to get a head start for the 2019-2020 check the SafeSchools website beginning July 1, 2019. Required videos will be ready for employees to view. As required each year, all teachers and administrators must take the one hour course online at [https://www.myflfamilies.com/service-programs/abuse-hotline/training.shtml](https://www.myflfamilies.com/service-programs/abuse-hotline/training.shtml) called Identifying and Reporting Child Abuse and Neglect. Please print out your certificate and bring to your supervisor indicating you have met the requirement.

Employee Discounts — Check it out—New listings!

Login at [https://inside.stjohns.k12.fl.us](https://inside.stjohns.k12.fl.us) Use your e# and password

Human Resources Mission

The Human Resources Department will attract, recruit, support, and retain a highly effective and diverse workforce so every student, everyday, is provided the finest educational experience to succeed.
The Key to Achievement is spelled G-R-I-T!

The roadway leading to the attainment of personal and professional goals may often be paved with debris, pot holes, hazards and struggles. However, that does not make the pathway unworthy of attempting and completing. We all experience some combination of challenges within our personal and professional pursuits. However, it is in these moments and opportunities that we need to harness our GRIT to achieve our goals and endure these challenges.

What is GRIT you ask...? In this case, the “G” in GRIT would stand for “growth.” It is often defined as our propensity to seek out the fresh ideas, input, and advice to enhance one’s progress toward one’s long-term, challenging goal. It is about actively striving to learn more, getting better, developing new strategies, and building new and positive relationships.

The “R” is for “resilience” which can be described as “one’s capacity to not just overcome or cope with, but to make constructive use of the adversity.” It is the inner strength that one has to over difficulties, and relying on your previous experiences and successes to overcome the situation. Some resilience strategies involve determining what facets of a situation can you manage, and what would make the most immediate and positive difference. By taking on small chunks, you can begin to dwindle down what seemed to be an insurmountable task.

“I” stands for “instinct” “one’s propensity to pursue the best goals in the most effective and efficient ways.” It is the one factor that often causes a person to waste time and energy using less than optimal strategies, and ultimately leads them to failure. The key for improving your instinct relies heavily on your ability to plan and strategize, and make adjustments on the go.

Finally, “T” stands for “tenacity;” “the sheer relentless effort with which one pursues the most important, long-term, difficult goal.” It is often the one element that is synonymous with grit. The key to success is to funnel your best effort towards the most worthy goals.

Ready, Set, Sub

The district will advertise for additional substitute teachers beginning July 8 through July 19. If you are aware of someone interested in substitute teaching, please have him/her watch for the posting in AppliTrack. Interviews will shortly follow with trainings staggered through August and early September. We are looking to increase the substitute pool to be ready for the 2019-2020 school year. Questions? Call Julie Vogel at 547-7634.

District Name Badges

(district-based employees)

A friendly reminder to make an appointment with Kara Masson when in need of a new SJCSD badge. She can be reached at 547-7758

Happy Summer!

The Human Resource team wishes each of our school-based employees a wonderful summer! We hope you enjoy your time off, relax, get things checked off your list, and return in August well rested and ready to serve. Why? Our top priority….our students!
Employee Specialists

Did you know that each school (employee) and department is assigned a team to assist with certification or any other questions you may have. These teams work together so they can be of service when any School Board employee calls. Our goal in Human Resources is to serve and help, answer questions, and give information needed.... all in one call! See who your team is below:

**Jenna Poirier (17583) & Denise Liedtke (17581)**—Bartram Trail High School, Ketterlinus Elementary, Hartley Elementary, Switzerland Point Middle School, Mill Creek Elementary, Otis Mason Elementary, Timberlin Creek Elementary, Patriot Oaks Academy Pacetti Bay Middle School, Creekside High School, Palencia Elementary, Valley Ridge Academy, Freedom Crossing Academy, Palm Valley Academy, and Information Technology.

**Tracy vanderMark (17606) & Kathleen Tracy (17618)**—Cunningham Creek Elementary, Durbin Creek Elementary, Hunt Elementary, Fruit Cove Middle School, Hickory Creek Elementary, Julington Creek Elementary, Landrum Middle School, Liberty Pines Academy, Ponte Vedra High School, Sebastian Middle School, South Woods Elementary, St. Augustine High School, Picolata Crossing, Accounting and Payroll, Accountability and Intervention Services, Budget, Business and Fiscal Services, Central Services, Facilities New Construction, Facilities Planning/Operation, Food Services, Learning Resource Center, Planning and Accountability, FAC Planning, and Transportation.

**Stacey Brown (17609) & Eunice Lopez (17511)**—FCTC, Crookshank Elementary, Gaines/Transitions, St. Johns Technical High School, Murray Middle School, The Webster School, Nease High School, Osceola Elementary School, PV-Rawlings Elementary School, Gamble Rogers Middles School, Ocean Palms Elementary, Pedro Menendez High School, Wards Creek Elementary, All Charter Schools, ESE Department, Intervention Services, Maintenance Department, Health Department, Community Relations, County Administration, Curriculum and Instruction, Curriculum and Learning, District Federal Programs, Guidance and Choice, Head Start/Early Childhood Services, Human Resources, Instructional Services, Pupil Services Center, School Board, School Services, St. Johns Virtual Instructional Program, Professional Development, Student Support, Virtual School, Instructional Services, RSVP and Risk Management.

**Florida Tax Holidays**

**Hurricane Sales Tax Holiday**—May 31—June 6  
For items such as batteries, generators, weather radios and fuel cans

**School Supplies Sales Tax Holiday**—August 2—6  
For items including clothes, notebooks, backpacks and shoes

*Note: Both tax holidays have cost limits on certain items.*
Guide to Student Loan Forgiveness for Teachers

Here are a few tips to possibly help some of our teachers with outstanding student loan debt. Did you know there are teacher student loan forgiveness programs from federal and state governments that can assist? Here is a breakdown of available options that will help to hopefully dig yourself out of debt.

Federal Teacher Cancellation for Perkins Loans

The Federal Perkins Loan program expired in September 2017. However, if you borrowed money through the program before its expiration date, you might still qualify for Federal Teacher Cancellation for Perkins Loans.

How much it’s worth: Up to $27,500

Requirements: You must teach at least one year and meet one of the following requirements:
- Teach at a low-income school
- Teach special education
- Teach in mathematics, science, foreign languages or bilingual education
- Teach in a field that has a shortage of qualified teachers in your state

How long it takes: Minimum one full year of teaching. Perkins Loan Debt cancellation is 100% after five years.

The details: After just one year of teaching, you can have 15% of your outstanding Perkins Loans canceled. This continues in varying amounts until you have all Perkins Loan Debt canceled after five years.

To apply, contact the school that holds your Perkins Loans. To learn more about requirements, check out the Federal Student Aid website.

Teacher Loan Forgiveness

How much it’s worth: Up to $17,500 toward Direct or Stafford Loans

Requirements:
- Teach at a low-income school
- Have not student loans originating before October 1, 1998
- Not be in default

How long it takes: Five complete and consecutive academic years.

The details: This one’s a little more complicated. The amount you can receive is based on your role. There are two tiers for Teacher Loan Forgiveness.

You can receive up to $5,000 if you’re full-time elementary or secondary school teacher. But you must be teaching in an area related to your academic major. You can receive up to $17,500 if you’re highly qualified full-time math or science teacher in an eligible secondary school. You can also receive this award if you’re a highly qualified special education teacher, provided you meet certain requirements.

To be considered “highly qualified,” you must obtain a full state certification as a teacher or pass the state teacher licensing exam. You must also hold a state license (with a few exceptions).

Certain exceptions are made if you’re an elementary teacher who holds a bachelor’s degree and can meet other requirements. Visit the Federal Student Aid website for more information.

Public Service Loan Forgiveness

How much is it worth: 100% of your Direct Loan balance after 10 years. This amount varies depending on many factors.

Requirements:
- Must be in certain public-sector jobs and employed full time
- Must have made 120 payments starting from October 1, 2007
- Payments must be made as part of certain repayments plans
- Not be in default

How long it takes: 120 qualified payments, which takes 10 years

The details: This program isn’t just for teachers, although teachers can qualify. With this option, relief is more long term than other programs mentioned above. This plan typically works best with other types of qualifying repayment plans. For example, you may be able to take advantage of payment plans like Income-Based Repayment (IBR). IBR will lower monthly payment and increase the amount of debt forgiven at the end of 10 years (if any).

However, if you miss any of the requirements, you’ll end up paying more in interest on your loans. To learn more about the requirements, visit the Federal Student Aid website.
Best and Brightest Scholarship

During the past legislative session, the Best and Brightest Scholarship program went under some revisions. SB 7070 restructures the Florida Best and Brightest Teacher Program to recruit, retain, and recognize teachers who meet the needs of the state and achieve success in the classroom. It also removes a teacher’s performance on the SAT or ACT as a factor in determining eligibility for the award.

SB 7070 establishes the following Best and Brightest Teacher awards:

**Recruitment:** One-time award of up to $4,000 for newly hired teachers who are a content expert, based on criteria established by DOE, in mathematics, science, computer science, reading, or civics.

**Retention:** Awards teachers rated as highly effective or effective who have been rated highly effective or effective the preceding year and teach in a school for two consecutive school years, including the current year, which has improved an average of three percentage points or more in the percentage of total possible points achieved for determining school grades over the prior three years. Awards $2,500 for highly effective and $1,000 for effective teachers.

**Recognition:** Awards instructional personnel (not just teachers) rated as highly effective or effective and selected by the school principal based on performance criteria and policies adopted by the district school board. Recognition awards must be provided from funds remaining under the allocation after the payment of all teacher recruitment and retention awards and principal awards.

Under the bill, a principal is eligible for a $5,000 award if they have:

- Served as school principal for at least four consecutive school years, including the current school year, and
- The school has improved an average of three percentage points or more in the percentage of total possible points achieved for determining school grades over the prior three years.

St. Johns County School District Partnerships

St. Johns County Schools has a partnership with NSU to offer our employees the opportunity to receive a 20 percent tuition scholarship when enrolled in one of their graduate programs. NSU offers Masters, Specialist and Doctorial degrees. You can contact Matthew Page, NSU Jacksonville Campus at 904-245-8921 or at mpage1@nova.edu

Our district has also partnered with Concordia University to provide discounts to educators who would like to pursue their graduate degree or endorsements. Both colleges offer scholarships to our teachers who meet the admission criteria and who enroll in a Masters degree program. Please see the attached flyers for more information.

Webster University—Counseling Program

The Webster University offers a Master of Arts in Counseling with an emphasis in School Counseling. The program is geared for grades K-12 for the Master of Arts in Counseling. This emphasis is designed for individuals wishing to work as mental health professionals in the school system. The 2.5 year program will provide students with exposure to a wide variety of school populations, particularly the rural, vulnerable, and medically underserved communities. The program also has a strong emphasis on equality, diversity and inclusion of all student.

Unique program flexibility includes: weekly evenings courses that cater to the schedules of working professionals, convenient nine week terms, applications that are accepted year round with starting points in August and January, evening classes one night per week from 5—9 PM, and is a hybrid program (online and on ground classes).
Special Announcement!

Valerie Etienne-Leveille

The Professional Development and Evaluations Department would like to warmly welcome Valerie Etienne-Leveille as the new Administrator on Assignment starting June 3. With 15 years of educational experience, Valerie joins us from Ponte Vedra High School where she has taught chemistry and helped to guide the PLC process since 2009. Valerie has been involved in sharing her expertise with new teachers in St. Johns County as a session facilitator for several opportunities offered over the last three years including Novice Teacher Institute, New Teacher Summer Institute, Fall and Spring Teach-In, and the upcoming New Employee Induction Program. This experience will be instrumental in her work as she assists with planning and tracking professional development opportunities and inservice points, mentoring new teachers, and coaching teachers within the evaluation framework.

We are looking forward to Valerie starting on June 3! It’s going to be an amazing department of two!

As you pack up your classroom and prepare for summer break, are you already trying to figure out what to do with all that extra time? Never fear! There are plenty of opportunities available to keep your mind sharp and have fun! The following pages contain information on several summer offerings from SJCSD and a few outside organizations.

PLEASE REMEMBER: Any learning opportunities that are not sponsored by the SJCSD must be submitted via a learning log within one month of completion and must include all pertinent documentation. Please either email or send documents through district mail to Professional Development @ 40 Orange Street.

To receive inservice points for any webinars, conferences, online work, etc. offered through an organization outside of the SJCSD:

1. You MUST complete a learning log for each event (located on the PD Webpage under FORMS—left hand side).

2. You must attach evidence of registration / attendance (a certificate of completion with your name and dates OR registration confirmation).

3. An agenda outlining the time of the activities and descriptions of activities that you list on the learning log.

**Completed logs and accompanying attachments must be submitted within one month of the learning opportunity.**

**Points may only be earned for actual learning time. Points will NOT be awarded for meals, social events, etc.**
**Summer Opportunities**

1. **Do you still need to fulfill your 20 hours of SWD points to renew your teaching certificate?** Summer is a great time to complete this. There are several options you may choose from to fulfill this requirement. There are modules created by SJCSJSD housed on inside.stjohns and there are several modules sponsored by FDLRS on the BEES Portal. All of these options are completed online and are work-at-your-own-pace.

   **Links to opportunities are available on the PD Webpage.**

   **Register in advance on BusinessPlus to streamline the process:**

   The four ESE modules that are accessed on inside.stjohns

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Complete By</th>
<th>Location</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESE Module 1 - Accommodations Instructional Supports FALL 2019</td>
<td>12/13/2019</td>
<td>ONLINE</td>
<td>5 Points</td>
</tr>
<tr>
<td>ESE Module 2 - Differentiated Instruction SEM 1 2019-2020</td>
<td>12/12/2019</td>
<td>ONLINE</td>
<td>10 Points</td>
</tr>
<tr>
<td>ESE Module 3 - Addressing Disruptive Behavior FALL 2019</td>
<td>12/11/2019</td>
<td>ONLINE</td>
<td>5 Points</td>
</tr>
<tr>
<td>ESE Module 4 - Addressing Behavior &amp; Class Management FALL 2019</td>
<td>12/10/2019</td>
<td>ONLINE</td>
<td>5 Points</td>
</tr>
</tbody>
</table>

   **These are monitored by your worksite PD Contact who contacts the Professional Development Department when you complete.**

   **The self-paced options through FDLRS/NEFEC on the BEES Portal**

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Complete By</th>
<th>Location</th>
<th>Points Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>FDLRS - Reading Difficulties, Disabilities &amp; Dyslexia FALL 2019</td>
<td>12/10/2019</td>
<td>ONLINE</td>
<td>20 Points</td>
</tr>
<tr>
<td>FDLRS - Teaching Students with Disabilities FALL 2019</td>
<td>12/11/2019</td>
<td>ONLINE</td>
<td>20 Points</td>
</tr>
<tr>
<td>FDLRS - Teaching SWDs in the Fine Arts FALL 2019</td>
<td>12/12/2019</td>
<td>ONLINE</td>
<td>20 Points</td>
</tr>
</tbody>
</table>

   **Register for these on the PD Portal and on BusinessPlus. You complete all the tasks, including a final signature sheet that is monitored by your ILC or designated administrator. You then upload that signed sheet as your final assignment. You will receive from FDLRS/NEFEC a certificate of completion. Send a copy of the certificate (either via email or hard copy) to the Professional Development Department to have points awarded.**

   **You may only earn credit once for a course. Every five years you will need to complete a different course or group of smaller courses to earn your 20 ESE recertification points.**

Please visit the PD webpage at:  [http://www.stjohns.k12.fl.us/pd/](http://www.stjohns.k12.fl.us/pd/)

For current employees, the PD calendar is located at:  [https://inside.stjohns.k12.fl.us/pd/](https://inside.stjohns.k12.fl.us/pd/)
2. Are You Interested in the Environment and Want to Earn $50? The GTM Research Reserve would like to invite you to their professional development workshop, Interpreting Data for Everyone: Teachers on the Estuary 2019. The Teachers on the Estuary (TOTE) workshop is an opportunity to delve into your “backyard” and get to know your estuary a little better as well as access resources and tools to help you integrate estuarine science in your classroom.

- **July 29** Day 1 will introduce participants to the GTM Research Reserve's "living laboratory" and how we interpret our research and monitoring data to students.
- **July 30** Day 2 will focus on providing programming to students limited by distance and transportation, including a highlight of our new virtual reality program.
- **July 31** Day 3 will focus on interpreting our programs and data to students who are blind/low vision and deaf/low hearing.
- **Aug 01** Day 4 will focus on interpreting our programs and data to students with autism spectrum related disorders and cognitive disabilities.

There is no cost to attend; participants who complete the two day requirement will receive a $50 stipend as well as breakfast lunch and snacks! For more information, please visit [https://gtmtote2019.eventbrite.com](https://gtmtote2019.eventbrite.com), or contact the GTM Research Reserve's Education Coordinator, Josephine Spearman (Josephine.Spearman@FloridaDEP.gov; (904) 823-4509).

**Register in BusinessPlus and send your certificate of completion to the Professional Development Department when you complete.**

3. Looking for something out of town? FLDOE has a few Title IV—Part A events in which you might be interested:

- **Certification Mini-Conference in Lakeland on June 11**
  Youth Mental Health First Aid and CPR certification courses

- **T4A Arts4All Florida Summer Institute in Tampa on June 27-28**
  Exploring the usage of technology to teach art to students with and without disabilities! Two workshops available.
  www.florida-title-iv-part-a.com

- **FDOE Healthy Schools Summer Academy in Lakeland on June 12-13**
  PD opportunity for teachers and administrators of health education and physical education content with special emphasis on other subject area courses with integrated health education benchmarks.
  www.healthyschoolssummeracademy.org

- **Putting the Pieces Together Mini-Conference in Tallahassee on July 23-24**
  Sessions and workshops featuring the all T4A topics

- **2019 Human Trafficking Summit in September 30 in Orlando**
  Florida is third in the nation for reported cases of human trafficking
  www.humantraffickingsummit.com

Please visit the PD webpage at: [http://www.stjohns.k12.fl.us/pd/](http://www.stjohns.k12.fl.us/pd/)

For current employees, the PD calendar is located at: [https://inside.stjohns.k12.fl.us/pd/](https://inside.stjohns.k12.fl.us/pd/)

**The PD & Evaluations Department is open 12 months. Contact us for any assistance we may provide!**

Melinda Bogart, Director of Professional Development and Evaluations
[Melinda.Bogart@stjohns.k12.fl.us](mailto:Melinda.Bogart@stjohns.k12.fl.us)
### SJCS Annuity Providers

#### 403 (b) and 457 (b)

<table>
<thead>
<tr>
<th>Provider</th>
<th>Contacts</th>
</tr>
</thead>
</table>
| **American Century Investment** | Jesseca_Mayhew@americancentury.com  
Bill_Filer@americancentury.com |
| **AXA Equitable Life** | Ryan Goodwin- (904) 705-6968  
Ryan.Goodwin2@axa-advisors.com  
Erin Dooley-(904) 861-5302  
Erin.Dooley@axa-advisors.com  
Alberto Crespo- (904) 866-5900  
Alberto.Crespo@axa-advisors.com |
| **Dragon-Financial- National Life Group** | b.bragg@dragon-financial.com  
d.larsen@dragon-financial.com  
Jmarley@nationallifegroup.com |
| **Horace Mann** | 350 Paseo Reyes Dr. Saint Augustine, FL 32095  
office: (904) 810-5636 fax: (904) 677-7893  
Shannon.Millican@horacemann.com |
| **Security Benefit Group** | Kaydi.Hooker@securitybenefit.com |
| **ValuTeachers—National Life Group** | Darlene Schwab - 904-545-9563  
dschwab@valuteachers.com  
Clarence Lee  
clee@valuteachers.com |
**SJCSD Annuity Providers continued....**

### 403 (b) and 457 (b)

You can call or email any representative with any questions.

Providers can only come to meet with employees at your school after contract hours or during the summer at an off campus location.

**Enjoy your Summer Break!**

---

1. **PlanMember Services**
   - **Contact:** Scott Jacobs—904-474-7747
   - Scott@benefitsmanagers.com

2. **ReliaStar Life Ins subsidiary of VOYA Financial**
   - **Contact:** Scott Jacobs—904-472-7747
   - Scott@benefitsmanagers.com

3. **VALIC**
   - **Contact:** Christina Charbonneau – 904-448-7208
   - Christina.charbonneau@valic.com

---

**Rest, Relax, Renew**