



CONNECTIONS

BALDWIN COUNTY PUBLIC SCHOOLS HUMAN RESOURCES NEWSLETTER

ISSUE V | AUGUST 2022

From the Director:

Tiffany Wilson, BCBE HR Director



I sincerely hope that everyone had a restful summer. We are excited to be a few weeks into the 2022-23 school year. We would like to welcome all of our new employees to our Baldwin County team! With the excitement of a new year and everyone beginning to settle into our new routines I would like to remind you that it is our goal to share important and helpful

information and reminders in our monthly newsletters. Should you ever have questions or need assistance from the Human Resources Department, please visit us [here](#) to find the HR team member who can most quickly assist you.

As a reminder, please take the time this year to nominate at least one of your outstanding colleagues for the Baldwin Proud Employee of the Month Award. If you are wondering how to nominate, more information is included below in this newsletter.

Warmest regards,
Dr. Tiffany Wilson

BALDWIN PROUD



Do you know an employee who is #BaldwinProud?

Yes!?! Then nominate your co-worker today by emailing: baldwinproud@bcbe.org. Send an email using between 50-150 words to describe how the actions of the employee exemplifies kindness, leadership and service to others. Please include their name, job and where they work in the Baldwin County Public School System.

Thank you

Thank you to the Alabama Education Association, the Baldwin County Education Coalition and Old Tyme Feed and Garden Supply for providing an award for all winners.

Wellness Reminders!

Welcome back! I hope we all have a fantastic school year! Remember to prioritize your health, family time and quality sleep. Utilize our Employee Assistance Program if needed. All employees have access to a confidential, digital health & wellness coaching app. This app offers employees 24/7 access to tools that can assist them with the stresses of daily life. Listed below is a brief overview of its features.

- Evidence-behavioral health programs with assessments, analytics and self-guided coaching
- A tech-based, digital alternative to counseling to address broader set of issues
- Based on science of Cognitive Behavioral Therapy, Mindfulness and Positive Psychology
- Assessments direct member based on their needs such as stress, sleeping better, anxiety
- Tools for managing depression and anxiety beyond the scope of a traditional EAP
- Engagement for improved behavioral health with additional EAP resources
- Digital engagement, user friendly navigations for anytime, anywhere access

Uprise Health is the app and our access code is Baldwin. We encourage all employees to take advantage of this feature.

Please let me know if I can help you.
Wishing you all the very best,
Amanda Barber, RN, BSN
Occupational Health/Special Services
abarber@bcbe.org



Amanda Barber



BALDWIN PROUD

Yolanda Hawthorne,

CNP Lead Manager

Yolanda began her Baldwin County career in 2012 as a CNP worker for Foley High School after serving 35 years in the Food Service industry. In 2013, she became the Foley High School cafeteria manager and continued in this role for 6 years. After 6 great years, Yolanda became the CNP Lead Manager in our central office. In this role, Yolanda oversees 13 schools in the North Baldwin County Area. Her job entails a variety of responsibilities including providing direction and oversight of local school Child Nutrition Programs. Yolanda works closely with local cafeteria managers to assist in anything they may need. Yolanda is a Proud Alumni of Foley High School and a dedicated member of the Baldwin County CNP staff. Her dedication to Baldwin County can be seen through the relationships she maintains with the faculty of various schools.



"Yolanda is a breath of fresh air and will lift your spirit the moment you meet with her. She is kind, eager to help, and quick to get the job done. She is an excellent leader and does a fantastic job keeping our cafeterias running." - Erin Miller, Child Nutrition Coordinator



Patsy Chastang,

Accounting Coordinator

Patsy Chastang began her Baldwin County career in October of 1988 as a Microfilm clerk. In May of 2001 she became a LSA Bookkeeper and has served the district in a variety of capacities, such as LSA Accountant, Internal Auditor, Interim CSFO and Accounting

Supervisor. She currently holds the position of Accounting Coordinator in the Business and Finance Division. As an Accounting Coordinator, she performs various duties, tasks and responsibilities. Patsy manages our local school accounting team as well as provides daily support to school bookkeepers across the county. She coordinates aspects of the system budget preparation and maintenance of budget controls especially as it relates to State appropriations. Patsy is a true professional and has gained an impressive knowledge base on all things related to School Finance. Patsy has also gained a reputation across the State of Alabama as an innovative leader in Local School Finance.

"Thank you for your commitment and dedication. You are a true #BaldwinProud employee!" - John Wilson, CSFO

Jamie Franklin,

Special Education Teacher

Jamie began her career in the Baldwin County School system in 2015. Her journey started in California as a speech Language Pathologist and Behavior Specialist. She has been a special education teacher for over eight and a half years. In addition to advocating for her students, she is a member of Alpha Kappa Sorority where service to all mankind is what they live by. She is a mentor/founder of the Diamond Dolls Mentoring Group founded at DMS in 2020, where she is blessed to help culminate young girls into beautiful diamonds and to establish meaningful relationships. She is honored to work in Baldwin County and with her Daphne Middle School Team.



Her favorite quote is from her late mother, who was also an educator, "We are all rocks until our diamond is discovered and polished". Jamie Franklin

"We love Mrs. Franklin and the energy she brings to everything she does. She is an advocate for her students and an asset to our DMS family." - Beverly Floyd, Assistant Principal

Tim Bowling,

Coordinator Facilities And Maintenance

Tim began his career with Baldwin County Board of Education in 2011 as the Buildings & Grounds Manager at Fairhope Elementary. In July of 2013, he joined the Environmental Services/ Warehouse department as a foreman where he would oversee the custodial staff for the locations in the north end of the county. After a while, he rotated to the south end of the county until March 2014, when he became the Inspector for the Facilities & Maintenance Department. After serving eight years as the Facilities & Maintenance Department Inspector, he was promoted to Facilities & Maintenance Coordinator. As one of the Facilities & Maintenance Department's Coordinators, his responsibilities included the previously listed duties plus coordinating the ordering and delivery of janitorial supplies, new furniture and equipment as needed throughout the county.



"I can't think of anyone more deserving of this award than Tim Bowling. His attitude, his attention to detail and his work ethic make Tim stand out. Those in the system know they can count on him not only to handle situations tasked to him but to help others when he can. Tim deserves this honor and so much more, we are lucky to have him on our team." - Frank Boatwright, Director of Construction and Development



WELCOME



Keith Kizer

We would like to welcome our newest HR team member!

Mr. Keith Kizer is our new HR Supervisor. Keith will be managing classified evaluations and questions, employee handbooks, our employee portal and substitutes, just to name a few things. Mr. Kizer has 10 years of experience as an Assistant Principal, teacher and coach. We are excited to have him join our HR Team!

"I am very humbled and excited to join the Human Resources team and look forward to working with all of you to serve our students. If I can be of assistance please reach me by email at rkizer@bcbe.org. Thank you for everything that you do!" - Keith Kizer

TEAMS APPLICATIONS

- TEAMS applications resulting from employments after October 1, 2022 will be processed at the time of the employment or within 20 working days after the effective date.
- TEAMS applications due to transfers will be processed within 20 working days of the transfer effective date or from September 1-October 1, as applicable.
- Verification of STEM credentials & NBCT credential progress should be sent to Michelle Wagonseller (mwagonseller@bcbe.org) as it is earned.
- TEAMS PD questions should be directed to Cynthia Lee (clee@bcbe.org).
- TEAMS PD reporting questions should be directed to Kourtney O'Brien (kobrien@bcbe.org).
- Please email all other TEAMS questions to Dr. Crawford at jcrawford@bcbe.org.



Jonathan Crawford

FLEX Reminder!

As a reminder, 187-day employees are required to complete 2 FLEX days, or 12 clock hours, before May 31, 2023. All FLEX needs to have occurred outside of regular school hours, during evenings, weekends or scheduled off days. Do not forget to submit this time to your principal and bookkeeper as it occurs. Your school bookkeeper or executive secretary will have a spreadsheet for you to log your hours so please make sure to do so if you haven't already. Our goal is to have 100% of employees to complete all FLEX time so we do not have to deduct pay for these days. Please refer to our [FAQ](#) or direct your questions to your principal or bookkeeper. Professional development documentation and questions should be directed to Cynthia Lee clee@bcbe.org.

We will be emailing specific information about the additional days required for all TEAMS teachers soon.



Kourtney O'Brien



Go Online

Locate employment information, forms, documents, job postings, employee assistance and much more by going online to the BCBE Employment website at bcbe.org/employment

Help Us Spread The Word



We are so thankful for the overwhelming support we received during the 2021-22 school year through scholarship donations. We look forward to recognizing our 2022-23 Scholarship recipients this Spring! If you know of anyone who would like to donate, please share this information with them.