Welcome to Palm Beach County Schools!

Thank you for your interest in the School District of Palm Beach County. We look forward to working with you to secure a teaching position in beautiful South Florida! As the 11th largest school district in the United States, opportunities for you to establish or continue your career in education are unlimited throughout any of our 186 schools.

This guide will help you begin the application process for all schools in Palm Beach County. Visit our website at www.palmbeachschools.org today and click on Careers to view and apply for our vacancies.

Teacher Hiring & Recruitment Efforts

Are you interested in joining nearly 13,000 educators in Palm Beach County Schools? Our team of recruiters attend career events across the Nation as well as offer in-person and virtual interviews to find talented candidates for current and future job openings. To reach our recruiters, email your resume along with any questions to our team at teach@palmbeachschools.org. We look forward to helping you join Palm Beach County and our family of more than 20,000 employees!

Critical Needs Areas

- Elementary Education
- Special Education K - 12
- Reading 6 - 12
- English/Language Arts 6 - 12
- Science (all areas) 6 - 12
- Mathematics 6 - 12
- Social Science 6-12
- Speech Language Pathologist
- Autism Endorsement PreK - 12
- Bilingual Educators

* Jobs Available in All Subjects

Resources

2017 - 2018 School Calendar
Mission Statement

The School District of Palm Beach County is committed to providing a world-class education with excellence and equity to empower each student to reach his or her highest potential with the most effective staff to foster the knowledge, skills, and ethics required for responsible citizenship and productive careers.

Vision Statement

The School District of Palm Beach County envisions a dynamic collaborative multicultural community where education and lifelong learning are valued and supported, and all learners reach their highest potential and succeed in the global economy.
Recruiters for Palm Beach County Schools are always connecting with top candidates for the ongoing needs in the District. All candidates must complete the online application and should check the site regularly as the postings are updated daily. In addition, we recommend that you email your resume to a member of the teacher recruitment team. Each recruiter oversees specific schools and works closely with those principals to find the candidate that fits best into each school’s vision and academic initiatives.

If you have already met with a recruiter, be sure to stay in contact and make us aware of any plans to visit the area. Hiring throughout our 186 schools is continuous throughout the school year, so it is always the right time to contact us for a job!

<table>
<thead>
<tr>
<th>RECRUITMENT CONTACT</th>
<th>CONTACT INFORMATION</th>
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<tbody>
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Hiring Process

APPLY ONLINE
Apply using our online job application for each position of interest. Vacancies are available throughout the school year, and each application submitted is made available to the school principal. Jobs for the 2016-2017 school year are listed as FY2017 postings. Be sure to complete the application in full, and include all work and internship experience.

INTERVIEWS
Interviews are conducted on-site, over the phone, via Skype and FaceTime. If you are planning a trip to the area, be sure to contact a recruiter to let us know you are available for interviews. We suggest you research the school prior to the interview, bring a resume, and be ready for a job offer. You may receive an offer at the end of the interview or once all interviews are completed.

JOB OFFER
Upon being offered a job, you will be issued a job offer letter with directions to complete the hiring process. Your first steps will be to be fingerprinted by School Police and complete online orientation. You will need to meet with Human Resources, who will collect and verify all employment documents and eligibility for teaching. School Police requires a social security card to be fingerprinted.

SUBMIT DOCUMENTS
You may submit documents immediately after completing an application. However, the documents listed below are not required until a job has been offered. For additional details, see below. All new and rehires will complete Employee Orientation to review benefits options, working conditions and expectations. Once all hiring steps are complete, you may begin working!

DOCUMENTS REQUIRED

Applicant Security Check Form & Fingerprinting (Click here to access the form)
Upon receiving a job offer letter, you must complete this form and will be sent to the Department of School Police for fingerprinting. You are not fingerprinted prior to receiving a job offer, and fingerprinting results from agencies other than Palm Beach County School District are not accepted for clearance.

Employment Reference Form (Click here to access the form)
Candidates must submit a minimum of three (3) references from supervisors to cover all employment/internships covering the previous five years. These references must be on the District’s approved form. If you have recently completed student teaching, submit a reference from each of the following: supervising teacher(s), principal or assistant principal, and the university supervisor. Experienced teachers must submit a minimum of three (3) references to include principals/supervisors which cover the last five years of employment. Written letters will not be accepted in lieu of the standardized form.

College Transcripts (Sealed Paper Transcripts & Electronic Transcripts Accepted)
Submit official degree-conferred transcripts from all colleges/universities you have attended. Electronic transcripts are accepted by Palm Beach County, and must be sent to transcripts@palmbeachschools.org by the university or a contracted agency in charge of providing electronic transcripts for the university. Copies are never accepted. An additional paper transcript will be required if you will be submitting an application for a Florida Educator’s Certificate.

Apply for a Florida Educator’s Certificate
If you already have a Florida Educator’s Certificate or Official Statement of Status of Eligibility, our Certification Office will verify your eligibility. If you have not already applied for Florida Certification, you must apply online with the Florida Department of Education. If you have an out-of-state certificate, you will need to submit a copy to Palm Beach County and the Florida Department of Education. Click here to get started with your application.

Certification Office Contact
Phone: (561) 434-8202
Email: Certinfo@palmbeachschools.org
Transition to Teaching Program

Have you ever wondered what it would be like to teach? More and more teachers are entering the profession without any formal teacher training. Math, Science, English, Social science and other teachers are in very high demand, and Palm Beach County is seeking career changers or non-teaching graduates who want to become certified teachers. The Professional Development Certification Program is designed to develop quality teachers for the District’s classrooms, by offering professional education preparation via distance learning and peer support, to newly hired educators with subject area expertise. In committing to this program, you are making a long-term investment in your students’ futures. Click here to learn more about the program.

If you have a bachelor’s degree or higher with a degree major in a core subject area such as Math, Biology, English or others, you are eligible for a Temporary Florida Educator’s Certificate. With eligibility for a Temporary Certificate, you are considered “certified” and may be hired to teach within any subject area for which you are approved.

Teacher Certification Exams
In Florida, becoming certified or adding Subject Area(s) to your certification eligibility is as easy as taking a Subject Area Exam. Expanding your certification areas will likely help you get the job you desire. Exams are offered on the computer at test locations across the country. Click here to register, and increase your marketability!

Palm Beach County isn’t only a great place to teach, but an outstanding place to live! No matter what your interests may be, you will enjoy all that the Palm Beaches have to offer!

Things to do in South Florida

- MLB, NFL, PGA, Polo, Tennis, Fishing
- Spring Training Site for Cardinals & Marlins
- Boating, Kayaking, Fishing, Snorkeling, Parks
- Cultural, Art, & Music Festivals, Fairs
- Food & Wine Festivals, World-Class Dining
- Palm Beach - Top 10 Shopping City in USA
- Competitive Higher Education Institutions

Top Events: Sunfest, South Florida Fair, Clematis by Night, ArtiGras, Delray Affair, Honda Classic, Spring Training, Delray Open

The School District of Palm Beach County is an Equal Education Opportunity Provider and Employer. The School District of Palm Beach County prohibits discrimination against students, employees, and applicants on the basis of religion, race, ethnicity, national origin, color, sex, marital status, age, parental status and disability in any of its educational activities and services and employment practices.
BEGINNING TEACHER “HIDDEN PAYCHECK”

Palm Beach County School District is dedicated to providing a competitive and comprehensive compensation plan to attract and retain its employees. This total compensation package highlights the actual value of what Palm Beach County School District invests in its teachers and other employees.

TOTAL COMPENSATION FOR A BEGINNING TEACHER

|$41,000  Beginning Teacher Salary |
|$9,195  Medical Coverage and Life Insurance* |
|$2,091  Paid Time Off (10 Sick/Personal Days) |
|$1,255  Holiday Leave (6 Paid Holidays) |
|$2,976  Pension/Investment Plan Contributions |
|$3,136  Social Security/Medicare Employer Contributions |

$59,652 = TOTAL COMPENSATION
* assumes employee & spouse coverage

ADDITIONAL EMPLOYEE BENEFITS AND EARNINGS POTENTIAL

* Glades Area Supplement  
* Advanced Degree Supplement  
* Summer School  
* Athletic Coaching  
* Club & Class Sponsor  
* After-School Tutoring  
* Department & Grade Chair  
* Employee Discount Programs  
* Signing Bonuses  
* Leave of Absence Options  
* Career Advancement  
* Professional Development  
* Employee Assistance Plan  
* Disability Insurance

This sample does not serve as your specific plan. A personal benefits selection process will be made available to employees who have secured employment in a benefited position. The posted salaries and amounts are subject to change each year.

Visit: PalmBeachSchools.org/Jobs  
Email: teach@PalmBeachSchools.org