



Battle Creek Public Schools: A Great Place to Teach & Grow



There has never been a better time to join us!

At Battle Creek Public Schools (BCPS), we engage, empower and collaborate to educate and prepare every Bearcat for career, college and community success. In 2017, Battle Creek Public Schools set in motion our plan to transform the district to achieve success for every student.

From a new International Baccalaureate-based elementary school and STEM middle school to an innovative new high school framework focused on experiential learning, opportunities abound in Battle Creek Public Schools. Come meet our diverse student body and experience the support we offer our staff through professional development, peer mentoring and ongoing instructional coaching.

As a teacher at BCPS, you will benefit from:

ENRICHMENT AND PROFESSIONAL DEVELOPMENT

- Professional Learning Communities
- Comprehensive professional learning opportunities through district-provided professional development and the Transformational Teacher Institute (TTI)
- Training in trauma-informed practices and restorative justice
- Mentoring support for new teachers and principals

EXPANSIVE SUPPORT STAFF

- Additional adult supervision and mentor support for students through the “Bearcat Coach” program and Student Success Specialists in every building
- Additional staff in kindergarten, first- and second-grade classrooms are reducing the student-to-adult ratio
- Family advocates to interface with parents to improve attendance and parent involvement
- Certified Literacy Specialists and Literacy Tutors in our elementary schools to assist below grade level students

OTHER SUPPORTS & OPPORTUNITIES

- Funds ranging from \$4,000 to \$14,000 per school — based on size — allocated for school supplies, classroom needs, field trips and other special projects
- Numerous grants available for teachers to support new and innovative classroom initiatives
- Family support and programming through Communities in Schools in each school building
- Discounted membership at the Battle Creek Family YMCA

DISTRICT DATA

Graduation rate: 73.4%

Demographics:

- 0.5% American Indian
- 4.2% Asian/Pacific Islander
- 37% Black
- 12% Latino
- 35% White
- 12% Multiracial

Students eligible for free or reduced price lunch: 67%

APPLY AT: BCPS.ME/JOBS

Or email Pat McCann at pmccann@battlecreekpublicschools.org for more information.



Compensation and Incentives

Battle Creek values its Bearcat team and provides a competitive and generous benefits package.

2021–22 BASE COMPENSATION RANGE: \$39,000 – \$70,535

depending on education and experience

OPPORTUNITIES FOR ADDITIONAL PAY

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| Signing Bonuses | Recruitment incentives for hard-to-fill positions and experienced candidates. |
| District Retention Bonus for teachers who achieve effective ratings * | \$3,000 for teachers at the top of scale and \$4,500 for teachers in the steps (first eligible in second year of employment) |
| Priority School Stipend * | Teachers in priority schools will receive \$1,000 at the completion of the academic year. |
| Transformational Teacher Institute (TTI) | Teachers will receive \$125 for each district-provided TTI professional development course completed, up to \$1,000 per year. Teachers in their first year at BCPS can receive up to \$2,000 for completion of 16 TTI courses. |
| Educational Reimbursement | Teachers will receive up to \$5,500 in reimbursement per year of Board-approved coursework. |
| Teacher Attendance Incentive * | Teachers can earn up to \$700 based on attendance |
| Probationary teacher stipend for effective ratings | \$500 |
| Coaching and advising in arts, athletics and academic teams * | \$1,500 – \$5,000+ |
| <i>* Annual bonuses and stipends</i> | |

RENTAL & HOUSING INCENTIVES

- The City of Battle Creek will offer up to **\$4,500 in rental assistance** for teachers and school administrators renting within the BCPS region. Up to **\$10,000 in down payment or closing cost assistance** is available for teachers and school administrators purchasing a home within the BCPS region.

HEALTH BENEFITS

BCPS also offers generous health insurance coverage options catering to individual and family needs *with no waiting period*. Employees who are covered by other sources are eligible for cash payments in lieu of coverage. Coverage costs depend on which plan and status the teacher elects.

We offer the following benefits at no cost to employees:



Life Insurance



Delta Dental Plan



Vision Service Plan

ADDITIONAL BENEFITS

- Participation in the Michigan Public School Employee Retirement System.
- Battle Creek Public Schools teachers can **qualify for up to \$5,000 in federal tuition loan forgiveness** of Direct FFEL Subsidized or Unsubsidized Loans after 5 complete and consecutive years of teaching at a qualifying school. Secondary math teachers can qualify for up to \$17,500 in loan forgiveness.

BELIEVE
in the
CHANGE

