

**Classified Rep. Notes**  
**November 19, 2019**

**Jeanine Johnson, Chief Human Resources Officer: Opening Comments**

Called the meeting to order.

**Jeanine Johnson, Chief Human Resources Officer: October's Question of the Month**

*"What can all stakeholders do to help improve employee retention?"* See page 3 for responses.

**Mr. Millard House, Director of Schools: Comments**

Good morning, hope everyone is well. A few items I would like to make you aware of as we continue with the land acquisition process to build our new middle school and, a year after that, a new high school and eventually an elementary school. The county is exploring a couple different options that could possibly expedite these efforts and we are excited to see what this looks like. In addition to the land acquisition, there are currently five resolutions that our board has approved and these resolutions have been presented to the county commission for consideration as they are our funding agent. The five resolutions are:

1. Build a 12 classroom addition at Rossvie Elementary School
2. Build a 12 classroom addition at West Creek Elementary School
3. Build a 12 classroom addition at Oakland Elementary School
4. Purchase a building for the Spanish Immersion Program to grow into
5. Invest \$300,000 into the Lettie Kendall Center to move the Adult Education Program

On December 9<sup>th</sup>, the county will vote on all of these resolutions. Our hope and expectation is that they understand our need and vote to fund each one of these projects. As you all know and have heard over and over, we are in need of as many classrooms as we can get our hands on. It will be at least 2022/2023 before a new middle school facility could be in place. So in the interim, having the opportunity to add classrooms here and there is going to be very important to us.

**Jeanine Johnson, Chief Human Resources Officer: Inclement Weather**

Discussed the Inclement Weather Policy with the group. Please review the policy as the instructions are different depending on your position [HUM-A021](#).

**Dr. Angela Huff, Chief of Staff: Opportunity Survey**

Classified Representatives were given the opportunity to fill out the survey.

**Jeanine Johnson, Chief Human Resources Officer: Classified Staff Appreciation Day**

Announced Staff Appreciation Day November 20<sup>th</sup> for Technology. Please take time to say thank you for all they do.

**Sharing a positive story from your school/location**

**East Montgomery Elementary:** Celebrated our veterans with our yearly Veterans Day Program. We honored our veterans and their families with a breakfast, parade and program. Mayor Joe Pitts attended the event. Clarksville High dance team, Clarksville High cheerleaders, and Montgomery Central cheerleaders performed. The 101<sup>st</sup> Airborne Division military played and Clarksville High's JROTC present the colors.

## Questions and Rumors

**Question:** When will Raptor be fixed so when parents sign out students, they can use the scanner again?

**Answer: David Holman, Chief Technology Officer:** The vendor has acknowledged this is a design flaw, and they have pledged to correct it. At one point this fall, Raptor told us the fix might come in the last update we receive before the end of the year. However, that has not been confirmed and the actual delivery date for the fix is still uncertain.

**Question:** If the mayor declared (2 weeks ago storm) a State of Emergency, why did we have to use our comp, personal days, or no pay for the 28th of October?

**Answer: Jeanine Johnson, Chief Human Resources Officer:** The district wasn't closed that day although it was a state of emergency. In our Inclement Weather Policy ([HUM-A021](#)), classified employees are paid if the district is closed.

**Question:** I would like for CMCSS to consider higher wages for Educational Assistants that go back to school to make themselves more valuable in their positions to both the teachers and the students. I am not suggesting an increase in pay for any and all degrees of study. However, degrees that are directly aligned with our job descriptions should be considered. When teachers go back to school and earn their Masters, they would receive pay increases. I went back to school and obtained an Associates in Early Childhood Education, Bachelors of Arts in Psychology, Masters in Human Services Counseling, these areas of studies are certainly proving more effective in the classroom. I know there comes a time when it is just time to move on, but what about those who really love what they are doing and would not even entertain the idea of another job? Those are the ones that go back to school to acquire more skills in order to become more effective in their areas of work. I think that is commendable and should be rewarded monetarily.

**Answer: Jeanine Johnson, Chief Human Resources Officer:** I do agree it is very commendable. At this time we do not differentiate for our classified positions that don't require a degree. We do not offer additional pay to classified employees based on degree level.

**Answer: Dr. Sean Impeartrice, Chief Academic Officer:** If you don't have a degree and would like to improve your skills, there will be information coming out about the teacher pipeline.

**Question:** Many schools are having issues with USPS mail delivery and pickup.

**Answer: Jim Sumrell, Chief Operations Officer:** The law has changed and one thing that is new is new subdivisions will no longer have individual house mailboxes but will have a mailbox area similar to apartment complexes. Some postal workers can't make it to the schools before they are gone for the day. The post office has new efficiency requirements and it is causing them to not hit their targets. A mailbox has been placed at Rossview to allow them to delivery and pickup after the school has closed.

**Question:** Is there any rule for classified associates being called by Ms./Mrs. First Name/Last Name?

**Answer: Jeanine Johnson, Chief Human Resources Officer:** It is a personal preference that the employee needs to make known with their co-workers.

## **November's Question of the Month**

*What priorities should be considered during budget planning?*

Look at the individual school, staff and student's needs. Each school is different. For example, a washer and dryer since the students are required to wear a uniform and some only have one.

More behavioral classrooms.

When planning for teachers' raises also plan for raises for the teachers' assistants. The aides' jobs are just as tedious. Some aides struggle trying to support their families, especially once insurance is taken out. Although the step increases are consistent, the raises take years to acquire and that does not keep up with the cost of living.

Stay ahead of growth.

Retaining quality employees.

Technology needs

Maintenance and updates to buildings and furnishings.

Electronic signs for every school. Our schools is having to fundraise with the PTO to cover the cost. With new schools, it's included from what I've been told.

Employee pay and benefits. A good school system starts with good employees. If we don't attract good employees, the quality of education we provide will drop tremendously.

Individual schools- the area/economic status, the specific needs of that area (i.e.. laundry, clothing, food, counseling needs)

Updating and repairing older schools.

Teachers are given money for items for their classrooms. Can something be done for assistants in the workrooms? Wish list times or something.

Making sure schools are fully funded for the teachers and students.

Capital projects- Roof leaks- older furniture replaced.

All schools have a permanent sub.