

Classified Rep. Notes January 19, 2021

Jeanine Johnson, Chief Human Resources Officer: Opening Comments

Called the meeting to order.

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

"What opportunities for innovation exist for our portfolio of academic offerings?" See page 12 for responses.

Millard House, Director of Schools: Comments and ESSER

Welcome and thank you classified staff reps for joining us during this very unusual time to connect via ZOOM. I would like to give some insight on how and why we landed on the idea of bringing pre-k thru 6th grade back. Our Communicable Disease Team meet 3-4 days a week to look at data focused on COVID related issues. What our data has shown us during this time is that about 65% of the positive cases that we have seen in our school system with our employees and students are at the 7th through 12th grade level. We are looking at several different data points but this one jumped off the page. There is a major difference between having only 20 COVID cases at the pre-k level district wide and over 100 at the 12th grade level. Something we are really paying attention to and will continue to pay attention to. We want more than anything to safely bring everyone back.

We have conducted COVID-19 vaccine surveys to get a feel from you as well as other individuals within our school system to find out who is interested in getting the vaccine. Outside of Fort Campbell, we are the largest employer in Montgomery County, and I feel like we can develop our own distribution of the COVID-19 vaccine. We plan on developing a closed pod, point of dispensing. We will have everything in play to vaccinate our 2,200 employees out of 5,200 that want to be vaccinated. The way we will do that is to setup at one particular school, probably a high school. The employees will sign up and come in during their assigned time to get their vaccine. We estimate that if we get enough vaccine we can vaccinate 500 people in one day. The problem is we might not get enough vaccines to vaccinate 500 employees in one day. We will do what we can do with what we have on hand. There is a schedule from the state that says that individuals that work in the school systems are in category 1B. Right now what we are learning is that 1B can be anywhere from February to March in terms of when that vaccine starts coming in for educators. If it comes in earlier, we will be ready to deploy it to those that are interested and have signed up to receive the vaccine.

You have probably seen in the media reports about Cares Act or ESSER funding. CARES Act stands for Coronavirus Aid, Relief, and Economic Security Act to provide funding for elementary through secondary schools to address the impact of COVID-19 specifically. CMCSS has received the 5th largest allocation in the State of Tennessee. Much of the calculation on the amount of funding is based on the poverty level of the school district. We received ESSER 1.0 funds prior to the start of this school year. This is the second round and called ESSER 2.0. A big portion of the ESSER 1.0 funds was spent on all the PPE, learning loss, software, Seesaw for the elementary schools, hot spots, additional technology and computers. A lot of money was spent on those items. We can continue to spend money on those items using the CARES Act and ESSER 2.0 funding and that is a major part of what we will do. We will have 3 years to spend these funds and are planning right now to develop exactly what our budget will be. A big portion will be on learning loss with summer and after school programs. This will offer an opportunity for certified and classified employees to work during the summer. We will be developing what that pay will exactly look like, because we want it to be overly attractive.

What is different with ESSER 2.0 is we are really going to be investing in facilities. We didn't have that option with ESSER 1.0. To give you an example, over the course of the last 10 years we have had deferred maintenance that the county could not afford to support the school system. There is close to \$7-8 million in deferred maintenance in air conditioners and HVAC units that need to be replaced. As you all know CMCSS is growing expeditiously and this will allow us some opportunity to look at some possibilities to find some additional space. We are playing around with the idea of early childhood centers, and there are some places in town we are taking a closer look at. This might free up some space in our elementary schools by moving some of our earlier childhood classrooms into different spaces. We are wanting to be as creative as possible with these funds but a big portion of ESSER 2.0 will be focused on learning loss and deferred maintenance and facilities upgrade.

The last item I am going to move to is pay increases. The Legislature is in session today for the special session on education. One item the Governor has already pushed out is there is an expectation for teachers to receive a 2% raise now and 2% in July. What a lot of people don't realize is that when a raise is being prompted at the state level in the BEP formula, it doesn't cover all of the teachers we have in the school system. We have calculated what that is going to look like and we have about \$700,000 gap. When we typically give raises to teachers, we want to look at everyone to include our classified employees. Our goal as an executive staff and senior leadership team is to provide a raise to everyone. That is a major part we are focusing our efforts on. I don't know what it will exactly look like. When we have a good idea, we will share it. This is not just about certified teachers for us. We are going to focus our efforts on everyone because this has been a very tough year for classified staff, certified staff and everyone across the table. If we do a particular percentage raise for our certified employees, we want to do something similar for the classified employees.

Jeanine Johnson, Chief Human Resources Officer: Inclement Weather Addendum

An [addendum](#) has been added to [HUM-A021 Leave Due to Inclement Weather and Other Emergencies Policy](#). There are 3 different levels of closures that are dependent on the type of emergency and the weather. Please review the addendum and understand each level of closure. If we have inclement weather we will communicate to our employees using these levels.

Level 1: Students will not report but employees will report to deliver instruction remotely. Employees will report to building at 10:00 A.M. to allow time for the roads to be prepared.

Level 2: Under this scenario, neither students nor school-based employees will report to school buildings. Instruction will be delivered remotely and mission-essential school-based employees who are telework eligible will telework.

Level 3: If conditions from inclement weather is severe enough, the entire district may have to physically close.

Please take some time to review the addendum. Next year we will remove the addendum and we will go back to our regular inclement weather policy.

Jeanine Johnson, Chief Human Resources Officer: COVID-19 Leave

We have a new COVID-19 related leave, basically what has happened is FFCRA ended effective 12/31/2020 per the federal law. There were conversations about extending this as part of the new stimulus package but it was not extended. CMCSS implemented our own COVID-19 related leave. We felt it was important to have some type of COVID-19 work related leave. Please review [HUM-A094](#) for specifics.

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

January 20, 2021 was for SRO's, Substitutes, Warehouse, and Book Processing. Please take the time to say thank you for all they do.

Sharing a positive story from your school/location

East Montgomery Elementary: On January 15, 2021, we served our faculty and staff homemade waffles and juice. The office staff prepared the waffles and it was delivered in our "Waffle Wagon". Everyone enjoyed the nice treat.

Kenwood Middle: We are using Achieve 3000 incentives to help develop reading skills and promote literacy in our building. The students and teachers are participating in the "Winter Challenge" and in March, we will recognize the top 3 students per grade level who have the highest Lexile growth.

YaiPaks provided Kenwood Middle School with approximately 21 meals for student families for Thanksgiving and for Christmas. Various sponsors within the community, including Fortera Credit Union, provided approximately 44 meals for Kenwood Middle School student families which was distributed by Kenwood Middle School Counseling department.

Montgomery Central Middle: Before Christmas break we had over 100 boxes either delivered or picked up for our school families. One of our teachers organized the food boxes. Food was donated by our local churches as well as Hilltop Market. What a great way to give to our families.

Kenwood High: We had a teacher donate 6 pairs of Jordan's sneakers for a drawing for the students who got all A's.

Questions and Rumors

Question What are the steps for an elementary school to take if a student withdraws and has not turned in the laptop? We have a student that has moved and cannot be contacted. We have called, emailed and mailed a certified postal letter. This student has been entered as a Drop Out on Power School.

Answers **Emily Vaughn, Director of Teaching, Learning, and Innovation:** We will forward the new process once it has been completed. We are amending two different policies to help school offices work through this. If you are having difficulty with someone that has already left the school district, reach out to your school principal. They will reach out to the level director to support the school and work on getting those devices back. Right now the best thing all schools can do in this process is as soon as you know a student is going to be withdrawing is to make sure the parent and student are aware that all devices (hot spots, computer and chargers) must be returned. Also make sure that if teachers are hearing of students moving to have them help get the items returned.

Question There has also been no accountability for the Hot Spots when a student withdraws. How do we know who to ask to return a Hot Spot? PowerSchool has a box that says "Hot Spot requested" but just because they requested it does not mean they have one. Any guidance here?

Answer **David Holman, Chief Technology Officer:** There appears to be the feeling that there is no accountability for hot spots. That may have come about because at the beginning of the school year it was hectic. About Thanksgiving we got ahold of this process and developed it. We now have a process, since Thanksgiving that is similar to laptops and charges, where

we are charging students that have disappeared with hot spots. These charges have been going out as early as December 1st.

If they look on PowerSchool, right below where it says hot spot request, there is a place below that says hot spot delivered and hot spot collected and it lists dates.

Question Why are students charged \$20 for replacement chargers when they lose one but not always charged if they don't return the charger when withdrawing and only returning the laptop?

Answer **David Holman, Chief Technology Officer:** We do charge for lost chargers. If a student turns in a laptop without a charger, the school might not be seeing the charge being put in once it gets to the First Aid area. There is a \$20 charge for lost or damaged chargers.

Question Are students charged for NOT returning the Hot Spots? How much is that?

Answer **David Holman, Chief Technology Officer:** Yes, the student will be charged \$199 which is what the district pays for them.

Question Is there any way you could add the links for the electronic emergency cards to PowerSchool? Just like you have the links to the laptop registrations.

Answer **David Holman, Chief Technology Officer:** The simple answer is no. The laptop registration link is specific to a student. A link for emergency cards in PowerSchool would not be for a specific student and would just lead to another link.

Question Why don't teachers who have students that have to quarantine due to contact tracing have to quarantine also? Same for aides who work in those rooms and may have had contact with them?

Answer **Jeanine Johnson, Chief Human Resources Officer:** Anyone who is within 6 ft. for 15 minutes of the positive on the days requiring contact tracing, would need to quarantine. If the teachers/aides do not meet that criteria, they would not need to quarantine. Our Safety and Health department discuss with students, parents and employees in conjunction with Montgomery County Health Department to determine who has to quarantine. Just because you work in a room doesn't mean you have to quarantine, but if it is determined you are around a specific student (employee) for 15 or more minutes and that student (employee) was positive you would have to quarantine.

Question If a CMCSS employee is being quarantined due to contact tracing, should they be allowed to enter another school to pick-up their own child possibly exposing the staff and students there to Covid-19?

Example: A staff member from another school was being quarantined due to contact tracing; the employee entered the other school to pick their own child up early do to scheduling of zoom meetings. While in the office, the quarantined employee informed the staff that she had been in contact with a positive Covid case and that is why she is working from home.

Answer **Jeanine Johnson, Chief Human Resources Officer:** Anyone who has been assigned a quarantine by the Health Department should stay at home until the completion of their quarantine. If you run into that type of situation feel free to report that to your principal, who then can report it to Safety and Health or HR department.

Question Will the COVID vaccine be given in the schools like the flu shot or do we (employees) have to go to OnSite for it?

Answer **Jeanine Johnson, Chief Human Resources Officer:** We are looking at doing a pod location not individual schools or OnSite. We are still working on that plan, a lot of that depends on when the Health Department and State have the vaccines available for school employees.

Question What are the plans to distribute the COVID-19 vaccine and what is the plan to resume normal operation?

Answer **Jeanine Johnson, Chief Human Resources Officer:** We are waiting for instructions from the State and Local Health Departments.

Question Why are they taking our leave over COVID even when we test negative?

Answer **Jeanine Johnson, Chief Human Resources Officer:**

If an employee is symptomatic and not a close contact they have 3 options:

1. Negative Test: Can return if symptoms are improving and fever free for 24 hrs.
2. Alternative Diagnosis: Can return if symptoms are improving and fever free for 24 hrs.
3. 10 days of isolation

If an employee is a close contact to a positive, they can:

1. Quarantine for 10 days; monitor symptoms for 14 days.
2. On at least day 5, they can receive a COVID-19 test, if negative they can return on day 8. They should continue to monitor symptoms for 14 days.

If an employee is a household contact to a positive, they can:

1. Quarantine for 20 days; monitor symptoms for 24 days.
2. On at least day 15, they can receive a COVID-19 test, if negative they can return on day 18. They should continue to monitor symptoms for 24 days.

The above is required due to the incubation period. The CDC states, "Typically, a person develops symptoms 5 days after being infected, but symptoms can appear as early as 2 days after infection or as late as 14 days after infection, and the time range can vary."

Question If someone already used their first 10 days. Could they use the "Extended COVID-19" if it occurs again (family) or is it only used if the school / district closes?

Answer **Jeanine Johnson, Chief Human Resources Officer:** No, if you used your 10 FFCRA days previously those 10 days have been exhausted. ([HUM-A094 COVID-19 Relate Leave Policy](#))

Question Will we still get paid if the district closes?

Answer **Jeanine Johnson, Chief Human Resources Officer:** Please review [HUM-G017](#) for specifics.

Question With the numbers in hand that revenue has not declined anywhere near as much as first thought and now that we have been awarded 26 million dollars to help offset the cost of covid-19 related costs what other barriers remain for not giving us our much deserved step increase? Also, it was said that in the last meeting that retroactively paying us was not possible? What specifically in detail is it that would prevent that from happening?

Answer **Marcia Demorest, Chief Financial Officer:** When we talk about going retroactive, there are so many changes that happen during the year with teachers and classified. We have employees moving from different positions that have grade changes and/or hour changes. Employees out on different types of leave where some is paid and some is unpaid. The system is not setup to track all the changes so we could go in and easily calculate the retroactive pay. It is like we are going through every document you wrote with a black pen and go through all those documents to write them in a blue pen. When

you think about going back and trying to calculate everything that changed that is the reason why going back retroactively would pose a problem. Also, when looking at our funding we are looking at where we stand on revenue and figuring out how to remain fiscally responsible while providing increases to the staff. We are committed to doing that in a way that is fair, equitable and constant.

Question Please explain why 7th grade – 12th grade students cannot return to school but can participate in after school programs such as clubs, sporting events...

There is a higher chance of getting Covid-19 playing sports due to the close contact. How much closer can you get when you're wrestling, basketball....

The district is telling the students that clubs and sports are more important than an education.

When the district has to close due to Inclement Weather that means all after school activities are cancelled too. Covid-19 is extremely more dangerous and life threatening than snow, storms... I do not understand this issue.

Answer **Anthony Johnson, Chief Communications Officer:** When there is inclement weather, extracurricular activities and athletics are not automatically canceled. Members of Senior Leadership, Safety and Health, and the District Programs and Activities Coordinator meet each day during inclement weather to determine the status of extracurricular activities.

Last fall, the CDT approved guidance that if the school system transitions to a district-wide remote learning model due to staffing issues, extracurricular activities will be allowed to continue but no spectators will be allowed at any contests hosted by schools within the district. Staffing issues remain a significant concern in our ability to bring all students back for in-person learning. Over 75% of school-based transitions to remote learning in the fall were at the middle and high school levels due to staffing issues. Additionally, on average, there have been around 300 more students per grade level impacted by COVID-19 cases in the district's upper grades than lower grades.

In accordance with guidance from NFHS/SMAC, TSSAA, and the CDC, all student athletes, coaches, and other personnel go through a COVID-19 screening, including temperature checks, before each workout, practice, and contest. It is not practical to do this for 1,000+ students at a school each morning, and this school-wide practice is not recommended by the CDC. Since the summer, less than 5% of the district's cases have been linked to athletics.

Question My coworkers have posed a question after the new additions to the inclement weather day. They are the administrative staff and work 215 days a year. Their question is, In the event of a snow day and they are deemed non-essential, why are they not getting paid? They had stated that in previous years that if district shut down they were still paid, why is that not the current policy? Is it not in their contracts that they are paid for the 215 days unless they call in sick or use their vacation time?

Answer **Jeanine Johnson, Chief Human Resources Officer:** To clarify as classified employees you do not have a contract. You have a calendar that you follow but if we are closed on an inclement weather day depending on which scenario it is you may not be paid but you can use your accrued personal or compensatory time. The addendum is just for this school year only. We did feel under the unique circumstances that it would not be appropriate

to pay people unless they were working. Again employees do have the option to use accrued personal or compensatory time or time without pay. In the addendum, if there is a district closure the only ones will be employees that are teleworking.

Question Do we have to use comp or personal days for snow days? Can we use sick?

Answer **Jeanine Johnson, Chief Human Resources Officer:** No, you would have to use personal, compensatory time, vacation days (12 month employees) or leave without pay. Sick time is for when you are sick, we do not use it for inclement weather. We have allowed sick leave when related to COVID quarantine. We are not allowing sick leave for inclement weather days unless you already had doctor's appointment schedule that was already submitted then sick leave is an option.

Question How are the EA's that are not Sped EA getting paid if we go on Level 2 or Level 3 during implement weather policy?

Answer **Jeanine Johnson, Chief Human Resources Officer:** They would not be paid unless they were doing some type of teleworking that was authorized by their principal. They would have the option of using any accrued personal or compensatory leave.

Question Why can't an educational assistant do their RTI groups from home when we are at home for inclement weather?

Answer **Dr. Sean Impeartrice, Chief Academic Officer:** We prioritize it and it is about technology. In order to work from home you need a district issued laptop. It was about prioritizing resources and David Holman, Chief Technology Officer, did not have it in the budget to purchase more new laptops. We were able to use some older laptops to distribute to our special education and ELL educational assistants to allow them to continue to telework. Those are federal mandated programs. RTI is an expectation from the state and if you miss a couple days you are alright. Having said that, there are loaner laptops at the schools. If your principal deems it that an educational assistant needs to work with a particular group on RTI if we go remote, they can issue you a loaner laptops. Before this year the only educational assistants to be issued laptops were teacher residents.

Question Remote days: 10 am start? Make up your time lost with comp time and/or personal leave. This is utterly ridiculous. We work as hard as the teachers if not harder. We are expected to cover RTI, teach classes when teachers are out, cover this, cover that, but you say we can't come in until 10 and we lose pay every day. How would some afford their insurance payment for the month if they don't have enough money to cover it? We work hard. We should be able to come in our regular time. Remote days from home. Support staff can be given something to do and still receive payment. This is ludicrous. I get we are the steerage on the Titanic and we do not have anyone to go to bat for us but come on.... Gripe spoken just seriously reconsider that we deserve to be paid and we have no problem working.

Answers **Jeanine Johnson, Chief Human Resources Officer:** That goes back to our concern that we are not having the students report to schools. Some employees might not find it safe to be out on the roads and to the middle/high schools by 7:25 a.m. to start remote learning. That is why on the inclement weather addendum level one has a start time of 10 a.m. to allow all employees a safe travel to school. Again if we are very concerned with the weather we will go to that level 2.

Question Are there any online courses that the aides/educational assistants that are not engaged in online teaching/services can do while we are on remote learning? There is a lot of down time and we could be using it wisely if there were some courses offered.

Answer **Dr. Sean Impeartrice, Chief Academic Officer:** There are already some courses under Professional Learning. We can open up some more if you have already taken advantage of the ones out there that we provided this summer. I will work with Tina Smith, Director of Professional Learning, to get some more courses that focus on behavior for educational assistants.

Question We are to zoom with our RTI groups, but you all want us to do it on an iPad which is difficult to do. Is there any way we can be assigned a laptop to make zoom easier. We have to have multiple tabs open. Which is extremely hard to do. The iPads kick us out of the tabs we have open etc.

Answer **Dr. Sean Impeartrice, Chief Academic Officer:** There are loaners in the buildings and see if you can acquire one. If that is not working for you let me know.

Question What is the policy for letting kids off the bus without parent present vs. taking them back to school? Example: We had a 1st and 4th grader (siblings) returned to the school because the parent was not at the stop. Mom was surprised when we called her because she was at home and the stop is only a couple of houses away. In addition, she stated that she knows that grades as low as kindergarten get off unsupervised. The same day, we had two students dropped off (1st and 2nd grade siblings) 10 or 15 minutes prior to the scheduled drop-off time provided by the bus stop locator, without the parent present. The parent was putting on her coat to walk to the bus stop when the students rang the doorbell. She contracted transportation and was told it was policy for them to release students with or without a parent present. However, we had the other two students sitting in the office at the very same time she was given this information. We would like clarification for parents to avoid giving contradicting information.

Answer **Norm Brumblay, Chief Operations Officer:** In researching this question there wasn't a policy, there was a practice. For years we had done this and there are many reasons why transportation might return a child back to their school versus allowing the child off the bus when parents are not present. Something as simple as a fallen tree or a downed power line, would prevent a bus driver from allowing children off the bus. Drivers are asked to use their best judgement under changing circumstances to make the best decision in the interest of our student's safety.

We have, since the time this question was presented, had several meetings to work out a policy to submit to SLT for discussion. We encourage our drivers to assess conditions and make decisions to hold students and return them to their school based on several different criteria.

- If a parent is not at a stop and is always at a stop.
- If a student looks confused or doesn't know where they live.
- If there is a safety issue in the area, such as a house on fire, a shooting, or police are looking for someone.
- A student is wanting to get off the bus somewhere else without a note.
- Someone is at the bus stop to pick up the student and the student isn't familiar with them.
- A student that can't get into their place of residence.
- Student put on the wrong bus at school.
- New student put on the bus with no resident information.

- A student who refuses to get off the bus at an assigned bus stop.

We transport 24,000 students a day and these conditions pop up all the time. If a parent is always at a bus stop and one day decides not to be, they need to be aware this might seem unusual to the bus driver and they will take the student back to the school. If the driver is made aware of this change prior to the delivery, the driver can drop off the student. See [TRN-A026 Transportation Policy for Returning Students to School](#) to view new policy.

Question Our school has had up to four late buses virtually every day because their driver is out and another driver has to run one route then pick up the late bus students and run a second route. Would it be possible to utilize drivers from schools who have "gone remote" so that students don't have to wait for up to an hour after school to get picked up by a bus?

Answer **Norm Brumblay, Chief Operations Officer:** Yes, when a school or campus goes remote we pull the bus drivers from those locations and assign them to another route.

Question Why is the heat not on when students are not present on teacher work days? When students ARE present, the heat is still not running efficiently. Students are having to wear coats in the classroom.

Answer **Norm Brumblay, Chief Operations Officer:** The heat is on. It runs a schedule which only changes the times. If there is mechanical issues then a work order needs to be submitted so the system can be checked.

Question Can someone create a FAQ for our meetings? We seem to answer the same questions over and over. This makes the meetings last longer than they need to. If someone asks the same question, they can be referred to the FAQ.

Answers **Jeanine Johnson, Chief Human Resources Officer:** A lot of times we will see the same questions because they are coming from a lot of different people within the schools that might not have read the minutes. We do try to eliminate ones we get over and over we want to ensure we answer questions and review trends.

Question Do you have any information on when applications for the ELTR program will open up?

Answer **Dr. Sean Impeatrice, Chief Academic Officer:** We were delayed because we are having to do this process on the website. When we were working with Communications a key person was out. The latest information I have is that the website should be soon. Then e-mails will go out to all classified staff as well as recruitment through Facebook.

Question As a 12 month employee, will we be receiving a 360 Feedback on our department supervisor(s)?

Answers **Jeanine Johnson, Chief Human Resources Officer:** The 360 Feedback has primarily been used for instruction going out to principals and those that work within the instruction department. We haven't done a 360 for other supervisors. If the person who submitted the question had been out at a school they would have received it, but we haven't used it for supervisor roles outside of Instruction.

Question Why do schools get such large board allocations and then be permitted to spend these allocations so freely on things that do not assist with the education of our students while at the same time having no funds available for granting employees their step increases?

Answer **Marcia Demorest, Chief Financial Officer:** The schools do get board allocations, most all of them are for very specific reasons. Then they go into restricted funds at the school level

for a wide variety for things from maintenance and repair for band, custodial supplies, staff development, library books, or instructional supplies and materials. So those funds do have very specific uses. There is one board allocation account for other school supplies where they have a broader use that is paid on an enrollment basis. It is \$7 per student and ranges from schools getting \$2,000-\$13,412. That account does have more discretion of the principal to evaluate the use of the funds. We do have our ISA employees who do go in and monitor accounts. They will catch items that jump out at them as being unusual. This last year, in trying to balance the budget, there were allocations to the schools that were cut based on their usage of funds. All of the funds have specific uses except for the one fund that has principal discretion.

Question For the Classified Staff appreciation days, is there a way we can find out who is tied to our location so we know how many people to provide for? Such as how many technology techs, maintenance, bus drivers etc.? This would be helpful in planning treats or goodies for them.

Answers **Jeanine Johnson, Chief Human Resources Officer:** There is not a way in our data base. For example, for David's team they show up as an employee under technology but on CMCSS website it shows which schools they are assigned. I would say go to that department supervisor to get that information or look the website under each departments directory. I appreciate that you are interested in knowing the exact amount. **Anthony Johnson, Chief Communications Officer:** You can go to the district employee directory on the websites, and if you do not search anyone's name it will pull up all the employees' names. You can export that to excel and sort however you desire.

Question Since we are in a military community, some of us could get PCS orders at any time. I would like to know that if we are granted with any of the scholarships (teacher pathways), is it required that we stay working with CMCSS for a period of time?

Answer **Dr. Sean Impeartrice, Chief Academic Officer:** We have 1, 2, and 3 year programs. The one year program was at the middle schools, if you were a part of that program you owed us one year of service after getting your degree. Lipscomb is a two year program that you would owe one years of service. Teacher residency it three years and you would owe three years of service. If something came up and you had to leave before you could complete you required years of service we would charge you that portion of what we put into you on a prorated basis.

Question Is Rossview elementary accepting remote students back into traditional status? I have a granddaughter whose grades are suffering, has tried twice and is being told that Rossview doesn't have staff for more traditional students.

Answer **Dr. Sean Impeartrice, Chief Academic Officer:** It depends on the individual staffing at each grade level and has to meet the BEP. There were multiply chances to change mid-year. Each school has to determine if they can support that change or not.

Question I have several students that are confirmed to have hot spots but there is no delivery date in PowerSchool. Can the Technology department provide the schools with a list of students that have been issued Hot Spots?

Answer **David Holman, Chief Technology Officer:** If you know if a specific student that has a hot spot that is not list in PowerSchool please e-mail Leighton Brown, Leighton.brown@cmcss.net who that student is. It means that box was not properly scanned when that hot spot was delivered. We need to update that information. We can provide a list of students that have been issued hot spots and can send that out. We will

work on developing a report in PowerSchool to allow schools to run the report whenever it is needed.

Question Who decides whether an Education Assistant can Telework when out on leave?
Answer **Jeanine Johnson, Chief Human Resources Officer:** That is at the discretion of the principal. Each principal determines the needs of the school and the students. The educational assistant must be on approved COVID-19 leave in order for the principal to approve telework.

Question Can a supervisor still put in for a title or job description change for an employee?
Answer **Jeanine Johnson, Chief Human Resources Officer:** Yes, if their duties have changed and it warrants a different title that is something a supervisor can request. That doesn't necessarily mean there is any salary increase. We review job descriptions on a continual basis. A responsibility will be added to an employee's job description if they are doing the new responsibility on a continual basis and not just occasionally. The job description will be update no matter what time of year it is.

Question Do you have a time frame about 7-12 going traditional:
Answer **Millard House, Director of Schools:** This will all be about the data. We took a close look at data and about 65% of the positive cases we had were at the 7th-12th level. A positive thing that is going on across the country and Montgomery County is that we are seeing somewhat of a tapering off. We can't say when they will be returning and like to do it as safe as possible. Knowing the history of the first semester that gives us some prospective of what is safe and what is not. We will be taking a close look at community spread, positive cases and staffing. A big portion of the staff issue that we have and the shortage of subs a lot has been at the secondary level in the middle and high schools. With being traditional with PreK-6th allows us to use some of those subs that would be covering at the secondary level to make sure we have the coverage we need at the elementary level. We will be looking at the data on a daily basis to determine when 7th-12th can go back to traditional. We like to give our staff and the community a week notice of when that will occur.

Question of the Month

What opportunities for innovation exist for our portfolio of academic offerings?

- Continuing to enhance and fine tune new methods of learning in remote and virtual learning.
- There are not many options for EA personal development
- To my knowledge it's not offering any options
- We have no opportunities for our portfolios of academic offerings if we are disabled or dead from Covid.
- More STEAM activities are always good. STEAM is crucial and are the careers of the future
- A missed opportunity for recruitment in the CTF and EMTR programs are your cafeteria and custodial staff. The amount of math done in a day in the cafeteria would blow most minds as well as the strategic planning that custodians do on a daily basis. These hard-working employees are overlooked diamonds that would benefit students in the classroom with the real-world and likely have similar life experiences as the students do. I am sure the chance for advancement in a career to them would also be happily accepted.
- Reintroduce Home Economics
- More business related courses
- Innovative opportunities? Mine is not new or special, but I see a central building housing all of the vocational classes. Since there is not one, the ideas are endless! Imagine having a program, high school students arrive at their normal assigned school. After attendance, a bus takes all the vocational students to the building where they stay for half a day learning a trade, then they arrive back at their home school for the rest of the day which includes the required courses that need to be completed. So instead of trying logistically send buses all over the county, only one bus from each high school drops off and picks up the vocational students. But that is just one idea...there are so many more.