

## Classified Rep. Notes March 16, 2021

### **Melanie Kranz: Opening Comments**

Called the meeting to order.

### **Jeanine Johnson, Chief Human Resources Officer: Question of the Month**

“How can the district continue to improve social and emotional learning resources and support?” See page 11 for responses.

### **Millard House, Comments and Updates**

We are in the process of planning graduations and proms, we are excited to be able to afford that opportunity that so many students have missed out on during the course of the last school year. We are going to do some things differently, but ensure that the opportunity presents itself for graduations and proms. In the weeks to come all employees will be getting an employee compensation statement, that will include the bonus compensation amount. The virtual versus traditional numbers after spring break are consistent with the numbers after fall break. About 72% of our students are traditional and 28% are virtual. Overall we are holding strong whereas many school districts across the state have had a tough time and are seeing hundreds and hundreds of kids unrolling. We have grown in enrollment this school year not by leaps and bounds like previous years. We have grown by about 20-30 kids. That is definitely a plus, especially when it comes to funding in years to come.

President Biden signed the American Rescue Plan Act of 2021 last week. Specifically, the ARP provides \$122.7 billion for K-12 education nationwide (ESSER 3.0). We are working through right now what that will look like. These are one time dollars, that can't be used for salaries. From a salary standpoint using the funds could put you in a pinch.

### **ESSER 2.0 \$26 Million**

- \$3 Million-Human Resources
  - Permanent Subs (Nurse and Teachers)
  - On-Site Expansion
  - Mental health professional
- \$10.5 Million-Operations (Facility Improvements)
  - HVAC at multiple sites
  - Other
- \$5.3 Million-Learning Loss (At least 20% has to be spent on learning loss)
  - Summer School
  - Transportation
  - Digital Products
- \$4.4 Million-Technology
  - Hotspot service
  - Repair tech
  - Zoom/Microsoft
  - Tech repairs
  - AC upgrades
  - Other
- 2.8 Million-Business Affairs
  - Reimbursement for FFCRA & COVID-19 leave

We have the ESSER 2.0 budget submitted to the state and getting feedback from the state on making a few tweaks here and there. Once we have final approval we will move forward and I expect it to be this month. Even though we haven't received the final approval, the planning continues.

ESSER 3.0 will look very similar to ESSER 2.0. We have a list of items in terms of HVAC and air quality projects that have been deferred year after year because the support financially wasn't there to be able to take care of those items at a county level that. Hopefully, ESSER 3.0 will provide funding for some of those items.

Another thing I will share with you is about COVID in the Community. OnSite Clinic has given out 1,380 vaccine doses and scheduled to give out 200 on Thursday. At standby events, 370 doses have been given to school employees or those associated with the school district. Currently, we have 42 employees out on COVID related leave and 25 are able to telework. We have 1 COVID active case. We have had as many as 500 employees on COVID leaves at one time and as many as 163 active case at one time. Since 11/23/2020 OnSite has tested 701 patients with 390 being negative and only 311 positive.

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

March 17<sup>th</sup> - Education/Media Assistants and Vocational Assistants

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

Kenwood Middle: In KMS computer literacy class, which is taught by Chad Ward, KMS is working to add more Coding to the curriculum. We had the idea to use drones and Coding software to teach the kids coding. Chad Ward applied for the TVA STEM grant, to add more equipment to allow more access to coding and drones. Coding is becoming a very sought after skill in many fields and drones offer numerous career opportunities. We received a \$5000 grant to be able to purchase more equipment to expand our program. As of right now, KMS is the only middle school in the district using drones to teach coding, and one of the few in the state.

Kenwood Middle: KMS launched an empowerment program called "Power Monday" during WIN/Advisory, which is led by KMS At Risk Coordinator Dr. Timothy Grant. Every Monday, a select group of students will assemble in the theater for a motivational speech on Life (Covid guidelines are applied). Students are given a snack bag after the motivational speaker completes their speech. Guest speakers consist of football players, basketball players, fire and police officers, etc. KMS's approach is to reduce behavior problems and produce a more positive learning environment.

## **Questions and Rumors**

**Question** How can the district improve student's moral, self-esteem and school pride at the middle school level?

**Answer** **Dr. Sean Impeartrice, Chief Academic Officer:** Level directors are out on a weekly basis in the schools recognizing excellent work and thanking employees. It is hard for Central Office to make an impact every day when we are not in every school every day. That is the job of school leaders and shared leadership within that building and everyone in that building.

**Question** Why is the district so focused on testing this year instead of re-teaching and filling learning gaps? ELA specifically has a unit test, a benchmark, a unit writing assessment and a benchmark writing assessment for each unit. We have data-but we can't do anything

about it because we are continuously pushing out tests. Additionally-we are told to be flexible-however pacing guides don't seem flexible at all this year. We are going to worsen the gap if we keep this up.

**Answer**

**Dr. Sean Impeartrice, Chief Academic Officer:** Although teachers and districts are being held harmless with budgets this year. The federal government has poured in close to \$80 million into this district. We are going to be held responsible for a base line of data of what we have done with this money. If we don't improve student achievement with this money, it is not going to look good for this district. When you look at our unit assessment and benchmark data you would get the impression we don't have much learning loss as a district, but when you look at our universal screening data our learning loss is really related to skill base. All those pieces are important, we didn't change the scope or sequence of the data pieces because we are going to need that base line data to justify the improvements we have made based on the money we have received. You can't fill those gaps if you don't know what they are, so the one feeds off the other.

**Question**

If attendance is so important for the state and local platforms, why isn't it taken serious by the district AND truancy court? Several attendance secretaries are overwhelmed with trying to get students to come to school or log in. We call; email, and mail correspondence and we get no response back from the parents. All just to get a slap in the face when the students return from court with nothing being done. When will the district AND truancy court realize that attendance and grades go together? There are students who have 30 days of unexcused absences and nothing is being done. Another issue is the lack of training. Several schools are doing their own thing instead of following district protocol. This makes our positions difficult because parents think the way one school handles attendance is the way ALL schools handle attendance. We need more training throughout the year since procedures change SEVERAL times a day.

**Answer**

**Dr. Angela Huff, Chief of Staff:** We do agree that there does need to be more training. We have had a lot of frustration this year with everything that has gone on due to COVID. There were some changes made with attendance. On March 2<sup>nd</sup>, Dr. Impeartrice did send an e-mail out to principals and assistant principals regarding how to count attendance for both virtual and remote. I forwarded this on to attendance staff. If you didn't receive this e-mail please let me know. This protocol has been communicated throughout the year.

Regarding the truancy court, we cannot dictate what the Juvenile court judges decide to do with students and their families. The court focusing on rehabilitation processes to help families. What we can continue to do is report the unexcused absences, as we do. Also remember the attendance assistant and front office staff, should be working closely with their school point of contact, counselors, and others that have been assigned to the truancy team. It is not up to just the attendance assistant in this process but there should be members of that team to help ensure we are following the procedures for progressive truancy. So we can make sure you have all the information that you need, we will look at additional training going forward.

**Question**

Are you concerned about the decrease in the QUALITY OF CARE for the CMCSS students that will occur when there is a nurse shortage due to their low wages in our school district? Yes, our nurses do make the "decision" to work in the school system for the schedule and other benefits....but do we not ALL make a choice to work here? Is that keeping everyone else from getting the raise they deserve?

**Answer**

**Jeanine Johnson, Chief Human Resources Officer:** We care about all of our employee groups and wanting to maintain retention for all employee groups. I know this last year

has been very difficult. We are hopeful that the bonus going before the County Commission in April will be approved. That additional compensation to help employees, as was mentioned at the last meeting we are looking at the budget for next year. We are limited with ESSER and how we can spend those funds. We are going to try to be as creative as possible with ESSER 3.0 and be mindful that we have to consider many of the different employee groups. Although this question came from a nurse, I think every single employee group in here feels the exact same way with their wages and the importance of retention.

**Question** Nurses should be allowed to return sooner at the beginning of the year, especially k-5. The amount of paperwork associated with the kindergarten vaccination records and medications being brought in requires several weeks if not more to complete. With the added COVID monitoring, phone calls, health screenings etc., it is very difficult to get this paperwork completed at the onset of students arriving at school. We are having to stay overtime daily to get it done. A few weeks extra would be very helpful. This is something that needs to be addressed.

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** We do get many of these requests from employee groups wanting to add days to their calendar. We have rearranged some of the days in the calendar to provide more at the beginning of the year. I know this year with COVID, it added a whole other layer. Certainly hope that next year the impact of COVID will not be as extreme.

**Question** I've heard that there will be no snow days again next school year; inclement weather days will be treated as remote learning days just like this year. But, I've also heard that the district is not providing hotspots next year. So, if my child attends the virtual school, I must provide the internet service. Currently around 8% of students have hotspots...how can we have a district all-remote day if 8% of students can't connect to the internet?

**Answer** **Dr. Sean Impeartrice, Chief Academic Officer:** We still have the 5 equivalent stockpile days available to us next year. If we got snow that closed us for many days we do have some days available if we chose. But this year has taught us about going remote and just like it was preplanned for some remote days if we had to go remote in January or February due to weather. We will do some of that preplanning and push work out to students that doesn't require internet. We are going from virtual opportunity at a high at about 14,000 to about 1,300 virtual students and will free up a lot of hot spots. We will have a process if a teacher or a family needs a hot spot to be used during inclement weather days.

**Question** Where do the surplus days go when those with, say 196 days paid, are out for inclement?

**Answer** **Marcia Demorest, Chief Financial Officer:** When we do the budget for salaries, we budget for every position then budget to 100% utilization of that and that doesn't always happen. During the year we have things happen like a snow day or they have someone out and that position doesn't get filled right away. We do have those savings that accrue. What we do when comparing the budget for the next year we analyze all of those accounts to determine what we think the savings will be to roll back in and become a part of our beginning balance. That does help us with the budget for the next year. Like when you budget for a certain amount for a utility bill and the summer is cooler and winter is warmer, so you have a little bite of savings. Those are funds you have available for utilization for other things. So the same thing happens with us.

**Question** If a classified employee worked during the snow week using the telework log and was approved, when will those hours worked show up as compensation time on the pay stub? This is from the email dated 2/19.

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** All classified employees were paid, regardless if they teleworked or not. The only employees receiving comp time during that week are employees that were required to leave their home and actually report to the building. Examples of that might have been custodians and maintenance workers, because they were having to check buildings.

**Question** Why did the “policy” change where we can’t use our comp time for a planned event? It’s not like I have an abundant amount to use. I’m a team player and I don’t mind staying over to help my school teachers but I want to be able to use MY comp time when I choose. It’s not fair to us.

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** It isn’t that the policy changed, it depends on supervisors/principals and the needs of the district at your individual school. If you request to use comp time, your supervisor/principal approves that request.

If the question is in reference to February 11<sup>th</sup> when we closed for inclement weather and with that [policy](#) we did require employees to use comp and personal time. We want to be conscientious about how much comp time some of our employees are carrying. That is happening because we did allow comp time last March when we closed the district down. We want employees to use that time and is better for the district and students, when employees use comp time when students are not in the schools.

**Question** When we had our February 11th snow day and it was a level 3, classified employees were given the option to choose comp time, personal leave or absent without pay for the day. There were several employees who were saving their personal leave time for a certain occasion and chose to take the day without pay. When they received their paycheck, personal leave was used instead of no pay for that day. Why did this happen? Should an employee not have the choice to save their personal days?

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** When we did develop the [Inclement Weather Policy](#) for this year due to COVID we did indicate there that if there was an inclement weather day the employee would have to use their comp time or personal day. I have spoken with several employees about that who already had a preplanned event, say in April, that their supervisor has already approved that. I explained to them to talk to their supervisor and explain to them that it had already been approved. It is basically taking that leave without pay later in the school year versus in February.

**Marcia Demorest, Chief Financial Officer:** If you had personal days already submitted in Kronos, it will leave that in there. If it comes to payroll like that, at that time it will come through as a leave without pay. The process for inclement weather days, is that payroll will go in and enter available comp time or personal days.

**Question** Our school has several leaks. To my knowledge, maintenance has been out several times to try and resolve the issue, but it is still not fixed. This is very unsettling as the leaks causes an odor, which makes me concerned about mold and the health of myself, other employees, and more importantly students. Is it possible to escalate this issue further?

**Answer** **Norm Brumblay, Chief Operations Officer:** Yes, it has been escalated and we are aware of these leaks. The leaks are covered under a roof warranty and our maintenance department is documenting our claim with contractors. They are coordinating the work that is necessary with the outside contractors and scheduling with the principal as we

speak. The weather has also been a factor in scheduling these repairs. The roof needs specific conditions. The roof needs to be completely dry and the temperature above 55 degrees for an extended period of time before these repairs can be made. Hopefully, we are entering that period of weather. Maintenance has already made some of the repairs and scheduling the remaining repairs as weather permits. Will look into the odors that have been reported to make sure these areas are cleaned for health reasons. Our custodial staff does check for mold daily and treats appropriately with cleaning agents.

**Question** How can combining bus routes making the student count 60 plus kids where is the social distancing for the bus driver? Why are we getting more students on the bus and being completely load when you want us to social distance the best we can on the bus?

**Answer** **Norm Brumblay, Chief Operations Officer:** On July 24, 2020, CMCSS published on our website [Traditional Model Safety and Health Overview](#). School buses are mass transit vehicles and not capable of providing six feet of individual spacing that is recommended by the CDC. Bus routes were designed in August when 36% of our students were virtual and 64% were traditional students and we had a little bit of room. As more students transitioned to the traditional model we are up to about 75% of our students. Now the pressure on our buses has increased. Mask wear is still mandatory on all buses and our drivers are asked to leave the seat directly behind them empty to provide an additional buffer between them and students. At this time we don't have enough drivers to add more buses or routes to reduce the number of students on our buses.

**Question** I would really like to know why bus aide don't get bonus at the end of the school year. Drivers do but not aides.

**Answer** **Norm Brumblay, Chief Operations Officer:** The driver bonus is specifically targeted to bus drivers and is an incentive for driver retention. While we do want to retain bus aides, as of today we were 78 drivers short. We are missing almost a third of the drivers that we need to maintain the services of our fleet. When bus aides are absent we have a substantial sub bus aide pool that is adequate to cover those absences. However, when bus drivers are absent students are stranded on the streets or in school cafeterias until another driver can pick up the open route. The driver incentive program is not a guaranteed end of year paid bonus. It is an opportunity for bus drivers to earn a maximum bonus of \$600 as an incentive for an entire year of performance, safety and attendance objectives. They have to meet those three objectives or they don't get that bonus. The program is an initiative approach to recognize and retain bus drivers as we struggle with a critical shortage of bus drivers.

**Question** As school based employees, we are on the front line of this pandemic and therefore inviting the most risk from it. With that in mind, how can the district justify a 35% raise for the Director of Schools, which averages out to an extra \$1,250 a week, but only a two percent raise for school based employees averaging out to roughly \$22 more a week for teachers, \$11 more a week for custodians, and \$8 more a week for Educational Assistants & Office Staff?

**Answer** **Millard House, Director of Schools:** I joined CMCSS about 4 years ago in July. The raise that employees are looking at in the terms of 2% and a step and my increase are two separate items. They happen to occur at the same time, so I think a lot of people have equated an increase to the Director's salary with employee raises. What people may not realize is I was paid about \$75,000 under the median salary of other Directors of Schools with similar-sized districts in TN for nearly four years. I did sign up with that in the beginning with the expectation that in a couple years to have it reviewed. About a year

ago, the Board was about to approve a significant raise to bring me more in line with the median of where the state was. I chose to go to the board last May and tell them because of the uncertainty around COVID-19, I would rather forgo them voting to approve my raise. I took that initiative because there was uncertainty around what we were going to have to do. If we were going to have to lay employees off, hiring freezes, or spending freezes. Some of those things we did, in this case spending freezes. We didn't lay off any employees. We needed to make sure the stability was there. Between May and now, that stability is in place. We ran a solid ship, made sure employees had jobs, and paid employees during the time they were off. We are at a much better place. So the Board decided to come back and take a look at my pay. There is not a comparison to the employee bonuses, it just happened to be that employee raises were going to be looked at the same time as my contract review. Even though I am still \$10,000 below the state median salary, I am very happy with being the Director of Schools and leading the school district. Coming to CMCSS wasn't about money; I made more money before I came to CMCSS. It was about the opportunity of being in this city. I believe after four years it warranted the opportunity to have an equity eye and that is what the Board chose to do. I believe I have done the job that the board has hired me to do and continue doing that job the best I can. If anyone else has additional questions, please feel free to reach out to me directly.

**Question** Why is classified staff having sick leave or personal days used when they do not want them used and would rather go without pay? One staff member took off for her daughter having a baby and was just going to go without pay, the bookkeeper put it in that way, but when it went to payroll they took all of her personal days. Another staff member went for a doctor appointment and she took sick leave, but payroll took what was left of personal time and then sick time.

**Answers** **Jeanine Johnson, Chief Human Resources Officer:** We do occasionally have employees that may choose and ask to take an excessive amount of time off without pay for personal reasons other than illness. If we don't have some requirements we could have some employees that work ½ the year that are not dependent on salary but need our benefits. We have to be really careful about that when schools are in session so that our employees are serving the students. (Link for information on [Other Leaves of Absence Policy.](#))

**Marcia Demorest, Chief Financial Officer:** There is a liability issue if employees just choose to take leave without pay and that comp time continues to roll. Then the next year with salary increases it increases the liability. Personal and vacation days are there for employees to utilize when they are out. If the leave is there then that should be utilized first on a timely basis.

**Question** Will there be a bonus for classified staff?

**Answer** **Marcia Demorest, Chief Financial Officer:** We have calculated and presented to the board the pay plan and also the budget amendment for that. It equates to a bonus if you are an employee of record as of February 1, 2021 and in that position you were in on February 1<sup>st</sup>. A 2% increase for half a year and also a bonus equivalent to a step increase for that position and for that one you would have to been employed as of October 1<sup>st</sup> and still in your position on February 1<sup>st</sup>. The budget amendment will go to the board tonight for the 2<sup>nd</sup> reading and from there go to the County Commission. If it is approved by both of those groups the plan is to pay that out in May.

**Jeanine Johnson, Chief Human Resources Officer:** We are hoping to have employee compensation statements out by the end of March which will show pending bonus.

**Question** If they give us a bonus do we still get our steps? Because we would rather get steps instead of bonus.

**Answer** **Marcia Demorest, Chief Financial Officer:** For this particular adjustment for this year it is just the bonus not a step increase. A large majority of that is because the funds we received from the state were one time funds. As we work on this next year's budget we are including steps and a COLA.

**Question** Some have been asking me that instead of the bonus, just move everyone up the step to where they should be? Come July, we will still be a step behind, so to speak. Or is moving up 2 steps in the budget for July 1?

**Answer** **Marcia Demorest, Chief Financial Officer:** When we go into preparing a budget we do step increases first and then look at funds available to determine what is available for a COLA. If we did two steps that would greatly decrease the amount we would do for a COLA. When looking at the impact on individuals, at some point in time the pay scale ends and will max out at a point. If you were someone who has maxed out on the steps already and if we did two steps they aren't going to get really anything. Where if we do the step and a COLA it is more balanced, and benefits all employees.

**Question** Will we be receiving our step increase this year? If not, will we receive it starting in August?

**Answer** **Marcia Demorest, Chief Financial Officer:** If we have a budgeted approved with step and COLA increases, it will be processed July 1<sup>st</sup>. The increase will be reflected in the first payroll of the new school year, so if you are a school employee that will be in August.

**Question** Will we ever get more Personal Leave Days and when will we get our raises?

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** The State Law requires us to provide two personal days per school year to our teachers. We as a district have increased that to three days and also provided those three days to our classified staff. There is no discussion to increase it beyond the three days. We struggle if all employees use all of their three personal days with coverage for those days. Bonus is pending County Commission approval in April.

**Question** Someone noticed on the minutes that the Custodians wanted to know when they were going to get "another raise" when EA's haven't been looked at except for last year and that was canceled because the district bought computers. So will the EA's ever get their raise from last year?

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** Raises were not available for employees last year, with the exception of the \$300 bonus in October. Computers were funded with various grants.

**Question** Why haven't custodians been paid for Hazard pay? When will it show up on paystubs?

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** We did not approve any type of hazard pay for any employee groups.

**Question** The classified and teacher pay scale is on the website, but not the managers? Where is the manager information?

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** We do not have the administrator pay scale available on the website. We do keep our teacher and classified pay scales on the



website to use as a part of recruitment. If you have a specific question about an administrator's pay scale e-mail [Jeanine.johnson@cmcss.net](mailto:Jeanine.johnson@cmcss.net) .

**Question** Why can't policy changes please be forwarded to the appropriate employees when they are created/implemented? Specifically when they are regarding payroll and how and when one could use their accrued time. I don't think it is ok for this information to be brought to attention after the fact. Something should be sent from the district not just passed by word of mouth.

**Answer** **Anthony Johnson, Chief Communications Officer:** We used to include the policy updates in the employee newsletter and in transition the ball was dropped. Starting next month you will begin to see those policy updates in the monthly newsletter again. We do encourage building administrators and supervisors to send policies out to employees that would involve something like pay. It is something for us to reflect on and we appreciate that feedback. This is something we can continue to improve on and ensure employees are aware of policy changes in the future.

**Question** Now that parents can update their contacts online, which is wonderful, can there be something on the contact page in power school that marks when the parent changed the information and also shows an electronic signature. In the past, there have been times when information "magically" disappears and we would pull the file to check the names for approved pick-up. If a parent uses the portal to update the contacts and we don't know that they have done it and we pull the file, there is a chance that an unapproved person could be picking them up based on outdated information on the hard copy of the emergency card?

**Answer** **Joe Williams, Senior Computer Programmer:** We were proud to be able to offer this option for parents to use this resource to update their emergency contacts throughout the year. If we were able to add a timestamp that still would not solve the problem here. We encourage front office staff and teachers to look at the screen at the time it is needed. That is really the only way we can verify and validate that the information is current. As you create any report by definition it is obsolete. We would ask that the schools in emergency dismissal situations check the PowerSchool student record. Tamara Deep also provided a new report at the beginning of the month in reference to some of these concerns called *Emergency Transportation Listing*. Which is also available for the teacher to run. We have made efforts to provide this information to you in real time. As for a printed form I know you have requirements to keep a paper copy but that really isn't going to be a reliable solution to get the latest data.

**Question** Why is it necessary to put the area/department a person works in (to include their building/area) when filling out the survey monkey's? Sometimes it's easy to narrow down who asked the questions.

**Answer** **Jeanine Johnson, Chief Human Resources Officer:** We did start doing these SurveyMonekeys as a request and it working well. I do think it is important for employees to put what area their questions are coming from as it does help us determine where help may be needed.

**Question** Why aren't we given surveys on our attendance supervisors? We are sent one on Mary Davila, but not the others.

**Answer** **Dr. Sean Impeartrice, Chief Academic Officer:** This is a cross department questions. These are created by Professional Development. The attendance secretaries had to report

to Student Services some time. I spoke with Dr. Huff and they can discuss this as a transition for next year.

**Question** Regarding spring break: What is the decision process or who makes the decision about when spring break will be? Is it possible to consider having it moved back to later in March when the weather is a bit warmer?

**Answer** **Dr. Sean Impeartrice, Chief Academic Officer:** We do have a calendar committee that established parameters and one is spring break needs to be within a reasonable time for teachers to be able to prepare students for TCAP. The biggest change that has happened in the last three years is the testing window. The testing window use to be about the third week of April which gave us the opportunity to go later. Now testing starts the beginning of April. At the same time that the testing window change, Austin Peay did request that we align our spring breaks, which comes at the middle of their semester. Our committee decides on the school calendar not Austin Peay but with the testing window moving up it didn't make any sense not to align our spring break with theirs. That is why the last three years spring break has align with the middle of the semester. It is a committee and not one person that makes a decision and then run the proposed calendar by SLT. There is representation all through that process.

**Question** With registration being open for incoming 21-22 kindergarteners, is there some way that those registrations can be separate from the others? I know the number of parents registering upcoming kindergarteners will continue to grow, and having to constantly scroll and look through all of those to find the one we need for this current school year— can be a little overwhelming.

**Answer** **Dr. Angela Huff, Chief of Staff:** I know it can be a little overwhelming but am encouraged that we have so many students enrolling. I worked with our computer programmers to create a new pre-enrollment database where you are able to select the academic year you would like to view and it won't show all of those kindergarteners. If you're not aware of that new enrollment database please reach out to me, [Angela.Huff@cmcss.net](mailto:Angela.Huff@cmcss.net) , and put you in touch with Joe Williams and his team. If you had kindergarteners that pre-enrolled for this school year but never showed up this school year, you need to mark them inactive to remove them from your list.

## Question of the Month

How can the district continue to improve social and emotional learning resources and support?

- It will be good to have more PLAN trainings videos or Zoom training.
- I believe the district is doing a good job.
- In order to improve social and emotional learning resources and support I feel that the district should have at least two full time guidance counselors per school. Often our counselors are so busy they can't get to the groups that they have planned out. I feel that the groups would help in being proactive versus reactive.
- By only making students who are failing come to school and making all elementary students go back.
- Giving a raise due to the fact everybody is ready to quit.
- Better communication! From the supervisor to each department.
- Is it possible, with distant learning programs now available, to discuss having a Digital Body Virtual Reality Technology system that could be used as an available optional Tool for participating in learning and/or Parental-Student community wide involvement programs?
- Give us our steps we deserve
- I think the district does a wonderful job with providing materials and resources for social and emotional learning. I am impressed and thankful for everything CMCSS does for our students. Improving on greatness is a challenge, so I have given this some thought and considered things that have helped my own children at home with growth, social skills, and confidence. Sports!!! I think partnerships with local Little League softball/baseball and other recreational sports for elementary age students would have a positive impact on their social and emotional well-being. This may already be in place, and I am just unaware, but I think being part of a sports team is a really great outlet for social and emotional learning for all kids, especially young students. There are children who do not have access to these valuable after school and weekend programs due to financial barriers, time/scheduling constraints, or just not having knowledge of the value that these organizations can bring to their children. I think if the district could provide/connect safe mentors to students with barriers to provide transportation and support to enable more young children to play sports, it would help students develop a healthy motivation and learn many valuable skills that will transfer into educational, social, and emotional learning goals. I know sports have helped my own children in so many ways. Thank you.
- Video Games. I know that sounds unorthodox for us older generation but Microsoft has a Minecraft Education Edition and my son's private school uses it. It has been a huge blessing when remote learning has to take place. It keeps the children engaged and connected and that is the most important aspect of social and emotional learning.
- Send out an informational email that list what resources and support is available and how to access the resources. Get some of those resources to reach out and introduce themselves to the staff.
- LESS TESTING!!!! The kids are burned out and teachers have a hard time connecting with students eyes we are constantly TESTING