

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

“What priorities should be considered during budget planning?” See page 10 for responses.

**Dr. Angela Huff, Interim Director of Schools: Comments**

Still waiting to hear back on ESSER 3.0. Did have the application returned and we had to complete a few items that were really simple to do. At the last board meeting, the board did decide they are going to go with a search firm to choose the next permanent director of schools for CMCSS. Looking at the timeline, which they might update later, select a search firm in November which they did. Sometime in January/February, post job opening and in late Spring March/April conduct interviews. With the new permanent director of schools to start July 1<sup>st</sup> of 2022. Today’s COVID numbers for students are 28 positives and 539 exclusions and employees are 19 positive and 21 exclusions. We are on a downward trend.

**Anthony Johnson, Chief Communications Officer: ESSER 3.0 Update**

Dr. Huff gave the short update, ESSER 3.0 has not been approved. ESSER is federal funds, and the federal government gave the state the responsibility on regulating how the funds will be spent. When the district submits its budget, it has to be approved by the state. The state has their own expectations and so does the federal government. Recently, the federal government has implemented a few more expectations. As the state reviews these applications, they have to make sure they meet these expectations. In what we have been able to do and what we are proposing to do, it is over \$27 million in funds specifically for employee compensation in one-time bonus, cost-of-living increase, etc. Around \$8 million of this is in ESSER 3.0, like another one-time bonus and improvements to salaries schedules. We can’t use the ESSER 3.0 funds until we get the funding approved, and then it will take some time to implement. After ESSER 3.0 is approved, communications will go out notifying what has been approved and timelines for implementation.

**Christopher Reneau, Chief Financial Officer: Budget**

We are just kicking off our budget process. Budget packets will be submitted to Department Chiefs this month. They will be sent back to Business Affairs by December for aggregating. The budgets will be consolidated and reviewed by Business Affairs. SLT will review the budget and align strategic work and goals and additionally amendments will be made to the budget in February. Final review and SLT approval will be conducted in March. Board of Education review and approval will happen in April. Upon approval from the Board, the budget will be submitted to County Commission for approval in May. If all goes well, we will have County Commission approval in June.

As a side note, since 88% of budget is salaries and benefits, we have and will always continue to look at opportunities for step and COLA increases for our district team members including classified personnel.

See pages 12-13 for Budget Process PowerPoint slides.

**Anthony Johnson, Chief Communications Officer**

If you have ever wondered where the money comes from, you can visit <https://www.cmcss.net/budget-info/> to see all the budgets back to school year 2014/2015. This year’s complete budget cover isn’t on there yet because we are waiting on ESSER 3.0; that \$58 million will change some of the synopsis. In looking at past years, the majority of the funding comes from state revenues, next will be local revenues and federal is much less. Something everyone should know is that the state is going through the process of getting feedback from stakeholders across the state on potentially changing the BEP formula. To find out more information about the state’s public engagement to get feedback on the funding system, go to <https://www.tn.gov/education/tnedufunding.html>. You can email any comments you have on the Education Funding in Tennessee to [tnedu.funding@tn.gov](mailto:tnedu.funding@tn.gov).

**Jeanine Johnson, Chief Human Resources Officer: Classified Staff Appreciation Day**  
November 17<sup>th</sup>- Technology

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

**Dr. Sean Impeartrice on NWHS:** I was at NWHS for the Veterans Day program. It was very powerful when the lights went out and the presentation started all the kids were quiet and well behaved. It was well organized and very proud of them.

**Questions and Concerns**

Question 1. How come we don't get paid for federal holidays? We are forced to take the day off, without pay.

**Jeanine Johnson, Chief Human Resources Officer:** Everyone that is a permanent employee does receive holiday and vacation pay. Holidays are listed on your calendars on the [CMCSS website](#). At the bottom of the calendar is a key that shows the number of vacation and holiday paid days. If you are 12 month employee you have 13 federal holidays. The paid holidays are spaced through the year to help with pay, reference [HUM-A014 Holidays](#) for non-12 month employees.

Question 2. When there is an act of weather that shuts down the school but not the main office why do we have to pay for that time with comp time or a personal day? It's like being punished for weather happening.

**Jeanine Johnson, Chief Human Resources Officer:** In policy [HUM-A021](#), if schools close classified employees will use comp time or personal leave. If the whole district closes down everyone does get paid.

Question 3. Those that work on the behavior teams, we are working with some of the most challenging sometimes violent students, we get hurt, why hasn't a hazard duty par or an increase in pay been considered?

**Jeanine Johnson, Chief Human Resources Officer:** We have never looked at this group for a separate market analysis, they have been reviewed with usual rotation of Education Assistants.

**Dr. Sean Impeartrice, Chief Academic Officer:** It hasn't been recommended. It did come up during SIT on Monday. I will ask Taylia Griffith to see if this will need to be a special request market analysis.

Question 4. Why do we need to bring doctors notes from appointments? Some doctors won't write them because we are adults and shouldn't have to prove we are sick.

**Jeanine Johnson, Chief Human Resources Officer:** Principals and supervisors have the right to ask for doctors notes. Some might ask for them if they feel like there may be some abuse going on and some may require everyone to bring in a note. Onsite will provide you with a note, if you use this benefit.

Question 5. We keep hearing about the planned market analysis reviews for pay, is there a schedule of who gets reviewed when so employees could look that information up themselves and know when their position will be scheduled for review. If there is a schedule where could we look to find it?

**Erica Christmas, Classified Employees and Substitutes Coordinator:** We have a five year schedule of planned market analysis reviews. This year Warehouse, Textbook Processing, Child Nutrition are on the schedule for market analysis. Due to significant changes in the job market, we are also reviewing Bus Drivers, School Nurses, Onsite, and Custodians. We will include the planned schedule in the minutes that Amanda sends out.

<u>Review Year</u>	<u>Employee Group</u>
19/20	Education Assistants/Media Assistants <i>*COVID impact/delayed implementation of market analysis</i>
21/22	Warehouse/Textbook Processing
21/22	Child Nutrition
21/22	Bus Drivers/School Nurses/Onsite Med. Assts/Custodians* <i>*Reviewed out of normal schedule due to significant changes in the job market.</i>
22/23	Technology
22/23	Transportation/Vehicle Maintenance
23/24	Facilities/Maintenance/Communications/Records
24/25	Accounting/Admin. Support
24/25	Health Services

Question 6. Powerschool allows to show their bus numbers under transportation showing student riding bus and that bus number. Now we are not allowed to change that information or correct it. How is it updating on Powerschool if a student is currently riding that bus and it shows 0000 on Powerschool we have no way of knowing what bus they are riding. We know students have been this way since day 1 and have been riding that bus since then. Front office use to be able to change it. Can you explain how the updating process is? Can we get the busses loaded into PowerSchool? When will all students' bus numbers appear in PowerSchool? With all those late buses, a lot of teachers need to be able to verify that a student was on a particular bus. Lots of skipping because students don't go straight to class.

**Norm Brumblay, Chief Operations Officer:** Students' information was being entered in at a school level and never being transferred to the routers. So the bus number could be entered into the routing software. Student's bus route information can only be assigned in route finder. In order to prevent confusion in the future that field was removed from PowerSchool. Elementary schools have made a google document that routers are able to reconcile to correct any discrepancies. Route finder will update to PowerSchool. If you are finding that is riding a bus but the number isn't listed or any discrepancies, please let your [routers](#) know. We also recently have removed students that are not riding the buses.

Question 7. When receiving student list, can it be organized by their bus stop? This would be incredibly helpful.

**Norm Brumblay, Chief Operations Officer:** The short answer is yes it can. Unfortunately, there wasn't more information in that question to provide more details. Transportation does provide drivers with list. At the beginning of the year transportation does provide principals with a list of a summary of the bus stops, students and times.

Question 8. How can someone w/no bookkeeping experience get a job as a part-time bookkeeper in our school? Our office assistant is part-time in the mornings and PT bookkeeper in the PM.

She was full time office assistant last year--now has access to all our "personal financial info" She "likes to talk and gossip"

**Jeanine Johnson, Chief Human Resources Officer:** We do have employees that are hired that have worked in clerical type positions and the business department provides training.

Question 9. It would be nice if office assistants knew "their place" in doing THEIR job and stay out of everyone's business. When you have to take a lot of work home, it's obvious you aren't doing any work during the day. Which, isn't it against FERPA and HIPPA to take forms/folders about students home to complete?

**Jeanine Johnson, Chief Human Resources Officer:** I have forwarded this question to the principal.

Question 10. In the cafeteria department they train people to be mangers why don't the custodian department don't have any resources or training for us to learn to do work orders & supplies orders.

**Norm Brumblay, Chief Operations Officer:** Every lead custodian is given credentials to access the work order system. Access is limited to two people per building, the lead custodian and usually an administrator in the building. Supplies are ordered by the book keepers for accountability purposes. The lead custodian is supplied with list of authorized supplies. The best we can offer at this time is a cross training program. Where a new lead custodians trains with another lead custodian to be trained on the skills to keep their building up and running.

Question 11. Would it be possible to have admin from schools email the driver when an office referral has been addressed? We often don't know the consequences of the disciplinary referral for some time, and even then it's nearly impossible to read anything on the driver copy. Kids have been suspended from my bus, but I didn't know until after the suspension days were past.

**Norm Brumblay, Chief Operations Officer:** This is a valid concern that has been brought to our attention. Some schools do have the resources to email the bus driver and will. Our best recommendation at this time is for our drivers to check the bus conduct report logs each day. Will discuss with technology about making an electronic process.

Question 12. I wondered whether or not the budget had been determined concerning raises. Will we receive an additional "step up" for the one we missed in 2020 if we had a good evaluation?

**Jeanine Johnson, Chief Human Resources Officer:** Current 21/22 budget allowed for a COLA and one step only.

**Chris Reneau, Chief Financial Officer:** We have just kicked off our budget process. Just as a reminder, over 85% of our budget is payroll and benefits. With this being our largest expenditure, step and cola are always heavily evaluated during our budget cycle. At this time, as we have just started our budgeting process, it is too early to determine what and if steps or cola will be offered.

Question 13. Why are bus drivers not made aware of any threats at our schools? The bus drivers are having to depend on social media, parents and other drivers to be aware of any threats that are made for the schools we drive for. We walk onto our bus blind, not knowing that there

always a threat of a school shooting for that morning, and not know the outcome of any investigation.

**Anthony Johnson, Chief Communications Officer:** Logistically, bus drivers are not assigned to a school in SchoolMessenger. So, when a threat notification message is sent for a school, it doesn't go to the bus drivers. We will look to see if there is a way to have bus drivers notified too. Unfortunately, we have seen an increase in threats at our schools. The Sheriff's Office is putting out a media release that 7 students this year alone have been charged under a new state law for making a threat of school violence. All of the threats have been unfounded. No principal will put a student on a bus that has made a threat.

Question 14. Would it be possible to consider adding a BOE funded account that is dedicated to providing snacks and/or meals for meetings by central office? This would allow us to welcome Central Office into our building, but not put a strain on the school accounts that are limited to how much can be spent on food.

**Chris Reneau, Chief Financial Officer:** Unfortunately, current BOE accounts are already allocated for specific expenses at our schools. It is definitely something that I can review, but I would need some additional information such as what type of events are central office attending that are requiring schools to furnish snacks or meals.

Question 15. Do we have trainings for challenging behavior techniques?

**Dr. Sean Impeartrice, Chief Academic Officer:** Two Plan courses currently available to classified employees to understand and manage challenging behaviors are de-escalation and trauma informed practices. Course registration information is listed below.

*Section #55507 (1.5 hours)*

**2021-2022 De-escalation Strategies (Online Self-Paced)**

This class is to provide all staff (certified, classified, admin) with strategies, tools and resources to assist with verbal de-escalation within the classroom and school setting. This class will provide examples of how to de-escalate students in crisis, preventative measures, relationship building techniques, and assistance in identifying external triggers that may lead to crisis situations.

*Section #56317 (2 hours)*

**(PreK-12) Trauma-Informed Practices (Online Self-Paced for Classified)**

Participants will learn the most common Adverse Childhood Experiences, their impact on learning and behavior, and strategies to support students as they learn to regulate their own behavior.

Question 16. Are we ever going to get pay again for working on the school websites?

**Anthony Johnson, Chief Communications Officer:** In collaboration with Fort Campbell/Christian County was able to receive a grant money for 5 years that paid for this. It was added to the proposed budget for the following year, due to budget cuts it was removed. As we reflected we had ran into lots of issues of employees collecting the stipend but not doing the work. In ESSER 3.0 put in some items for employee training resources that employees can get a stipend for helping with the websites but there will be certain criteria.

Question 17. Why is it that an EA gets paid less than a teacher to do early bus duty?? It shouldn't matter what your position is. Fair is fair and it seems as though the EA's are not being paid fairly!!!

Certified staff are offered \$30 per hour for Early/Late Bus Duty but classified staff are only paid at their current hourly rate. Why? Especially since there aren't any special qualifications, both are paid from the same budget account, and classified staff carry the bulk of the load due to certified staff's other obligations. I feel this is unfair as they both are doing the same job and should be offered/paid at the same rate as certified staff.

**Chris Reneau, Chief Financial Officer:** The statement is accurate that teachers make \$30 per hour for early/late bus duty. Also, a classified individual make their hourly rate. Some things that I would like to point out though are the following:

- Teachers' hourly rate based on the average teacher hourly rate is higher than the \$30 per hour. They are making less than their teaching hourly rate.
- Classified are also eligible for overtime if their early/late bus duty puts them over 40 hours per week.

Question 18. The nurses were sent out an email in regards to the grant that was approved for the schools to get another healthcare person to help with the schools health screening room/student testing. This has now been put on hold, due to legal and logistical concerns with having testing for students our schools. The email said the schools that have already hired a person for that position, will be able to keep that staff member. My question is if the grant has already been approved and the money for these positions has been provided, why would the other schools not be given a staff member? If the grant was approved for student testing, which is now put on hold, how can we as a district receive/keep the grant? When reviewing the job descriptions for the health screening room positions, you can see the importance of having these positions filled to assist the school nurse. A survey was completed asking each school nurse what assistance they needed when requesting a staff member for health screening rooms/testing. The email said the positions would be put on hold, but still under consideration. I feel it only fair to provide the same assistance for the schools that have requested assistance, especially if the grant/funding for these positions has already been provided. Having assistance from another healthcare professional will not only provide some relief for the nurses, but will help keep both our students and staff safer.

**Jeanine Johnson, Chief Human Resources Officer:** The hold has been lifted on the Epidemiology and Laboratory Capacity (ELC) grant positions after further consideration of changes to the grant from the state. Originally had planned to use the grant funds to offer COVID testing inside the schools, after consideration we will not be doing this. We placed a hold on hiring the Health Office Assistants until we were sure of the direction we were moving with the grant. Please be reminded that these positions are for this school year only- unless a new grant cycle is released from the Federal Department of Health and Human Services. The state has given us more flexibility and going to be focusing on a few other things like providing more testing at the satellite clinics. We were able to hire a Health Office Assistant in the buildings helping the nurses and a district level coordinator. Other items we have been told we can use this on is water filtration systems. Looking to help with COVID cost and being able to hire more permeant substitutes for COVID related absences for teachers and special education assistants next semesters.

**Erica Christmas, Classified Employees and Substitutes Coordinator:** When hiring for that grant was put on a brief hold, Danielle Kriminger and her team worked to restructure so the schools who hadn't hired an HOA would have coverage while we waited to see if we were able to hire the remaining 10 positions.

Question 19. Raptor is really unreliable. It can work one second and the next it doesn't. For example, prints student sign in tickets and then it doesn't. We have been unplugging, restarting

hardware service, restarting computers but nothing seems to work. It is really frustrating when it quits working and you have lots of students trying to sign in. 95% of parents who are connected with to their student in Raptor cant self-serve because they get an error.

**Joe Williams, Senior Computer Programmer:** CMCSS Technology Department has made Raptor aware of the ongoing issues occurring when parents/guardians attempt to sign out students using the kiosk. As a short-term workaround we recommend that when a parent/guardian comes to the school to dismiss their student, school front office staff advise them to skip the kiosk and come directly to the front desk to be checked in by school staff. Once Raptor has provided a resolution or a follow up is available, CMCSS Technology will reach out to the school staff with an update.

UPDATE: The problem of parents being unable to sign out students at the kiosk has been resolved for the most part. If you encounter an instance where a parent is NOT able to sign out their student at the kiosk, please notify [eric.salyer@cmcss.net](mailto:eric.salyer@cmcss.net). Such cases most often occur because of one of the following:

- The parent has duplicate contact records in PowerSchool.
- The parent's Raptor record does not have a photo. This will be resolved by properly signing out the student at the front desk station, because that process involves scanning the ID of the person.
- The parent has never signed out the student before. The first time a particular person signs out a particular student that MUST occur at the front desk station not the kiosk.

Employees using Raptor to check in/out of a location should type their employee ID at the kiosk; they will no longer be able to scan their CMCSS badge to sign in/out. This feature was disabled to prevent issues with visitors signing in using their driver's license.

Question 20. Why is it hard for teachers to enter attendance after an absence or exclusion was cleared?

**Dr. Sean Impeartrice, Chief Academic Officer:** Not aware of any issues. Reach out with more information then can be looked into more.

Question 21. What happened to the quarterly meetings for the attendance secretaries? We were told this would be implemented this year and still have not heard from Student Services or Dr. Huff's office.

**Dr. Angela Huff, Interim Director of Schools:** We talked about this at the end of last year about have quarterly meetings. Then the attendance assistant requested not have a meeting unless there is a lot of changes and not to be during the first semester. Looking at having one second semester if we have enough to pull people, not sure if that will be in person or ZOOM.

Question 22. What is being done to support the attendance secretaries? Enrollment is rising and everyone else has an extra body to help but attendance. Are there enough funds in the budget to obtain an attendance floater for the district? Yes, we know that 2 people in technology can assist; however, that only pertains to Raptor and PowerSchool. Attendance needs someone in the building to enter parent notes and handle other attendance data.

**Dr. Sean Impeartrice, Chief Academic Officer:** It is really important if you feel like that to talk with your principal. They will let us know the emergency to see if it is possible to do something this year. If not it is something for us to look at in the budget. The stakeholders to help us prioritize that budget is the principals. If they don't see it as a need,

they don't understand the urgency and won't prioritize it as a budget request. Your principals need to be your advocate and bring it up to our level. Other office staff can be cross trained to help backup the attendance assistant.

- Question 23. Why were nurses and attendance secretaries not supported when students were sent home for missing immunizations? It is a state law that updated immunizations be on file at school. Parents were notified from the date of enrollment until the beginning of October. I know our nurse sent out a call and mailed letters.

**Jeanine Johnson, Chief Human Resources Officer:** We extended the date because the Montgomery County Health Department ran out of vaccines. We did allow appointments cards as proof they were going to get the vaccines when available. We were trying to support parents and students who had an appointment but couldn't get a vaccine.

- Question 24. Why has the Covid request for leave been changed to not include having to be quarantined per CMCSS work location exposer? In the previous year if a staff member was required to quarantine, due to an exposure we were allowed to use the 10 days provided by CMCSS if that time had not been used up. Now the only way to be able to use the 10days provided by CMCSS is if you become covid positive. With all the grants and funding our school system has been receiving specifically for this pandemic, why couldn't that be put towards staff having to quarantine due to close contacts related to their CMCSS work location. When we have a staff member do the right thing and report themselves as a close contact to help prevent the spread of covid, they are now having to use comp time or sick leave. Was this edit to the covid request for leave sent out to all staff members? If staff don't have the sick leave or comp time, they are now out of luck because they did the right thing and self-reported. All covid related leave that was related to CMCSS work place exposer should fall under the same guidelines as last year. Taking away that paid time off is unfortunate for the staff members doing the right thing.

**Jeanine Johnson, Chief Human Resources Officer:** In September all employees were emailed the revised policy [HUM-A094](#). Please review policy for specific benefits.

- Question 25. When will we get another bonus? Subs get bonuses every time they work 3 days?

**Jeanine Johnson, Chief Human Resources Officer:** ESSER 2.0 funds were used to set up sub incentive bonus. Must work 3 days, one day being a Monday or Friday and no last minute cancelations to earn the weekly bonus. In ESSER 3.0 request has bonuses to employees. You can go on the website and review the [proposed ESSER 3.0 fund allocations](#) for all the proposed bonuses.

- Question 26. There is so much confusion and miscommunication with attendance that it is making our jobs difficult. We have been requesting for quarterly meetings and still have not had one. One misinformation issue we had there was a flow chart created by student services that went out to the nurses instead of attendance. Why wouldn't that information be told to us first instead of hearing it from other departments?

**Dr. Angela Huff, Interim Director of Schools:** The one about the meeting was answered earlier. What happened with the second question is Danielle Kriminger, District RN/Nursing Supervisor and Kathy Philips, Student Services Manager, created a work flow chart for nurses and attendance assistants on a Thursday. Danielle Kriminger put it in her nurses' newsletter that went out that Friday. Student Services made the decision to have Attendance teachers meet with their attendance assistants on Monday to review the chart in person. Timing of the communication may have caused concern.



Question 27. What is the chronic health form? Why are parent's being told their student's will automatically get extra parent notes if this form is completed? If this is the case, why doesn't the attendance secretaries know about this?

**Jeanine Johnson, Chief Human Resources Officer:** The Chronic Health Verification policy ([INS-A087](#)) was created to support students with chronic health conditions while they are absent from school. The policy contains several steps that must be completed by medical professionals, parents/guardians, 504 or IEP case managers, nurses, attendance secretaries, and teachers. The policy further allows parents/guardians to continue to submit documentation for student absences based on their child's chronic health conditions. With speaking with Danielle Kriminger it appears a health care provider started passing this form out to all their parents that have CMCSS students. This is only for students with chronic conditions and only applicable to a very small amount of students. Several live and recorded professional development trainings have been offered and provided this school year to case managers, nurses, and attendance personnel. The recorded training is still available. Please reach out to your Department Director for access to the recording and to inquire about all future trainings. If you have any additional questions/concerns about the chronic health policy, reach out to Sheena Hanserd [sheena.hanserd@cmcss.net](mailto:sheena.hanserd@cmcss.net).

Question 28. What is being done with student's who miss more than 20 days and are failing all of their classes? Asking teachers to double back to take late work is not preparing our students for success. It also adds to the teacher's heavy work load that they already have.

**Dr. Sean Impeartrice, Chief Academic Officer:** About 5-6 years ago we separated attendance and academics as we see that as two different issues. Attendance issues are handled a different way and can lead to juvenile court. Academic issues are between the teacher and the students. We have some students who miss more than 20 days and their performance is good. Also have students miss 20 days and it affects their performance. Academics is the responsibility of the educator to keep reaching out to the student within reason to get that work made up. Attendance is handle through Student Services all the way up to juvenile court.

Concern 1. If we do not receive the "step up" in pay that was missed in 2020, it will impact retirement because our rate of pay would not include that extra bit of pay that was excluded that year unless we went up two steps in 2021.

**Jeanine Johnson, Chief Human Resources Officer:** We did all receive a one-time adjustment and that did go into your annual salary for your retirement in the 20/21 school year.

Concern 2. I am concerned about doing bus duty, why is it comp time when it should be regular pay out. We do not go over 40 hours.

**Jeanine Johnson, Chief Human Resources Officer:** You should be paid. If you're not, you need to touch base with your principal. It has been communicated to principals.

## Question of the Month

### What priorities should be considered during budget planning?

- Still unpaid for job type
- Hiring and maintaining highly qualified personal by increasing salary.
- How to handle the growth.
- Increasing salaries to fill current open positions
- Classroom instructional materials to prevent teachers from out of pocket expenses
- Giving older school buildings updates as needed. Such as HVAC and modern upgrades and accommodations.
- "Seriously reviewing the already allotted budget areas. How much money are we actually wasting and don't realize it. For example I feel like we waste so much money on printing colored posters etc., that the school doesn't want to or they don't get hung up. Example: Every year we receive about 50 plus copies of the Strategic work plan poster, we only hang up about 10 of them throughout the building. The rest sit there unused. I know we can't be the only school because we have other programs in our building with the same situation happening. I literally found a package of 50 plus sitting in a hallway of another program left to be thrown out. Perhaps that ""budget"" should and could be looked at reviewed, and determined exactly how much is wasted and it can be decreased some. Since its being wasted in that area and then that money could go somewhere else it's needed."
- The retention of staff. Building maintenance and upgrades. Take care of the things that are most important.
- I am having growing concerns for great teachers choosing to leave the profession or having a lack of qualified personnel in the hiring pool, especially in Special Populations and Special Areas. Something needs to be done to incentivize these teachers to stay and to recruit new teachers.
- pay increase for ALL school nurses and ALL bus drivers
- I feel that teachers getting some kind of hazardous pay, covid bonus would be fantastic
- Special Education
- The main one impacting everyone is the need for bus drivers. If the same amount of missing positions continue for next year, what is going to happen when Kirkwood is opened and so on? So, a raise in salary or other compensation to attract the right personnel is beginning to seem as a must. It is not immediately connected to academic excellent, but without students in the school at the proper time then AE takes a hit. And something not connected to the budget, immediate action on any discipline referrals. The driver must know that they have support, or as the kids say, "You have my back." We must show them that their jobs are as crucial as any teacher's, or more because a mistake or failure on their part can lead to injury. Another non-budget action, every school in the district should introduce their bus drivers during a whole school assembly. A positive connection and student must be made from day one of school. Thank you.
- If not already added, include an additional "step up" in pay rate for those classified staff with a good evaluation for the 2019-2020 school year.
- More pay for classified staff
- retention of ALL staff
- Our teachers and staff. Our teachers and staff need to have incentives. Currently we have to find money from the accounts that we have to provide our teachers and staff incentives.
- I am unsure at this time.
- Nursing retention with comparable pay
- All of the new subdivisions being built around the country. What are we going to do with the new influx of students?
- Student services and increased pay per market analysis
- paid time off due to covid related leave, related to cmcss work place exposer
- Raising pay for our bus drivers so we can be staffed appropriately
- I think all of us as CMCSS employees should receive our bonus each year like other school systems and why can't we have a Thanksgiving Break for the whole week like other counties.