

Classified Representative Meeting Notes November 15, 2022

Jeanine Johnson, Chief Human Resources Officer: Questions of the Month

What priorities should be considered during budget planning? See pages 10-11 for responses.

How could the district improve its efforts to address building capacities? See page 11 for responses.

Jeanine Johnson, Chief Human Resources Officer: Dental Premium Increase

Dental premiums will be increasing 3.5% starting January 1, 2023, it has been at least 2 years since our last dental premium increase. An email went out to all employees on our dental plan on the 14th informing them of the new rates. If you have any questions you can email the [benefits department](#).

Lisa Baker, Director of Federal Projects: Teacher Residency Pathways Information

See page 12 for handout.

Chris Reneau, Chief Financial Officer: Salary Update

The 5% salary increase is moving forward. It went through the informal board meeting and will be going through Board of Education tonight to formally vote on it, tomorrow will be going to the county commission budget committee. We feel positive about this being approved. All classified positions are going through a market analysis to ensure we are continuing to be competitive. County Commission will be voting on the budget amendment which includes the 5% salary increase the second Monday of December. Once we have final approval a communication will be sent to all employees via email.

Norm Brumblay, Chief Operations Officer: Address School Capacities

See pages 13-23 for PowerPoint presentation.

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

Technology: November 16th

Sharing a positive story from your school/location

Kenwood Middle: KMS students are progressing and showing academics growth according to The Common Unit Assessment and Benchmark Testing Results.

KMS Counseling Department coordinated with Clarksville Realtors and they are providing 40 families with Thanksgiving Food Boxes.

KMS Counseling Department also coordinated with YaiPak which has provided individual Food Boxes and Furniture to KMS families.

Kenwood Middle: HR received a very positive feedback from a substitute about the school and name Lois from the front office being very welcoming. Thank you.

Questions and Concerns

Why aren't the schools more wheelchair accessible in the GenEd population? Has anyone tried to get a wheelchair in one of the "handicap" stalls in an elementary school? Or has anyone tried to push a wheelchair through mulch or gravel to get to the portables or the playground? And what can we do to fix these issues?

Norm Brumblay, Chief Operations Officer: By law, CMCSS buildings are designed and operated under strict ADA guidelines. Older schools (predating ADA guidelines) do pose unique challenges and when necessary we invest in appropriate building alterations. The Operations department is currently removing toilets in restrooms to expand turning radiuses for handicap occupants.

All portable classrooms are ADA accessible and where necessary additional accessibility modifications to playgrounds are implemented upon notification.

CMCSS currently has a CIC team, a playground safety team, a 504 team, and an OCR team all looking closely at this issue in order to ensure compliance with accessibility standards.

All known deficiencies are documented in the CMCSS ADA transition plan and upgrades are scheduled as funding becomes available. CMCSS makes all ADA concerns the highest priority for action. If you notice an ADA concern please document concern with a work order or contact Kevin Scott, kevin.scott@cmcsc.net, if it is an emergency.

Note: We have noticed that newer motorized wheel chairs pose new challenges (with weight and size) that are outside of the ADA standards, yet we continue to make the appropriate modifications as necessary based on the variables in each case.

What is being done to eradicate the schools of mold due to water leaks? Ex: Kenwood Middle and New Providence Middle

Norm Brumblay, Chief Operations Officer: Mold is a naturally occurring organism that grows when conditions are ideal. The ideal conditions are oxygen, moisture, and food. We try to limit those conditions inside our buildings; we cannot control the oxygen, we can partially control moisture (outside air), and we can control the food (cleanliness).

We rely on school staff to report mold to us which is often difficult during summer months when buildings are unoccupied. We treat it immediately when it is reported either in-house or commercially.

For example; KMS experienced a damaged chiller last year leaving it at half capacity. Due to supply chain problems Trane was unable to get us a new compressor for months leaving us unable to control the humidity inside the building. CMCSS spent \$50k remediating mold in rooms and repairing equipment at Kenwood to prevent mold. In the last 6 months KMS has only reported 1 roof leak and 1 instance of mold reported.

In the past 6 months there have been 5 leaks reported at NPMS (not reported more than once) and there have been no instances of mold reported.

Operations continues to extend schedules and replace outdated mechanical equipment to limit the moisture inside buildings; we are installing air purifiers in air handlers to eliminate spores, and with limited staff, we continue provide clean environments to limit food for mold to consume (This is why we discourage eating in classrooms).

Do not hesitate to report suspected mold to maintenance so we can have it checked (dust) and or treated immediately (mold).

Why, has the school breakfast, and lunches turned into unhealthy selections? The food is all pre-packaged. Why, not prepare fresh foods that are not overcooked? We need to progressively cook the foods so it's not mushy (especially the vegetables). The schools should have a 21 day menu and prepare fresh foods. Breakfast as easy as scramble eggs, sausage, toast with juice and milk. Lunch can be as easy as whole grain spaghetti with or without sauce, corn, garlic bread with banana pudding for dessert and of course milk and juice. Our children in the school throws away most of their food. Why, not feed them good healthy food?

Norm Brumblay, Chief Operations Officer: By law, school meals must meet the highest of dietary standards. Our menus meet or exceed all USDA guidelines and we utilize a 4 week menu cycle for both breakfast and lunch, which consists of a variety of healthy and nutritious selections, including many fresh produce options. There are daily offerings of whole grain rich items, fruits, vegetables, milk, juice, and entrees at both breakfast and lunch. Products utilized are certified to meet USDA requirements for Child Nutrition and meals are prepared utilizing small batch cooking methods (where applicable), standardized recipes, and manufacturer recommended preparation instructions to ensure we provide quality offerings.

We utilize an Offer vs. Serve process by providing students a variety of healthy options and allowing them to choose the items that they plan to consume, minimizing items being thrown away. We have inserted offerings that are shelf-stable such as cupped fruits, whole fresh fruits, and pre-packaged whole grain items to help students when they are transporting their meals to other areas in the building, such as a classroom, and to also allow them the opportunity to save those items for consumption later in the day. We perform quality checks at all cafeteria sites to ensure any quality concerns are addressed.

It's important to realize that CMCSS serves on average over 10,000 breakfasts and 20,000 lunches per day. We serve an average 670 meals per minute as a district and 18 – 20 meals per minute at each school site. There is no other fast food restaurant that comes anywhere near our services. Not Even Chick-Fil-A!

CMCSS operates 10 times more efficiently than Chick-fil-A, who averages 1.7 customers per minute. In 2018 a store in KY made the news when they managed to set a record of 3 per minute. The fastest fast food restaurant in Clarksville serves 51 customers in a 30 minute period while CMCSS serves over 500 customers during a 30 minute lunch period. At \$2.85 per meal we're also a third of the price. Chick-Fil-A can't compete with us in volume and they do not have meet the same strict federal nutrition standards for healthy meals that CMCSS provides to our students daily.

It has been addressed that Teacher Residents have their own job description apart from an Educational Assistant and they should not be pulled for class coverage outside of content area/teams. So, why are TR's still being pulled for coverage and other duties consistently and are not getting the proper opportunity to learn in their designated classroom?

Emily Vaughn, Director of Teaching, Learning, and Innovation: This year we started with a reset to for our teacher residents and multi-classroom leaders (MCLs) to get back to the original purpose of the program. With COVID is has gotten a little off track. Excited for that reset of expectations, responsibilities and roles. I know as absences increase some are getting pulled. The last guidance provided to principals and MCLs is to be thoughtful about who you are pulling and

when you are pulling them and why are you pulling teacher residents to cover. Some schools today have 15 unfilled absences so all hands are on deck. When that is not the case we advise to not always go to the same person, make sure you are flexible with who you are pulling and what hours you are pulling.

I have been told from my school that because teacher residents take a position away from an EA that is why we have to fill EA positions multiple times a day vs being able to get the mentoring and co-teaching experience.

Emily Vaughn, Director of Teaching, Learning, and Innovation: That is not entirely the case. What that looks like now is we have MCLs, if I have 3 MCLs in a building, those are teachers chosen for that position for their experience and education. As an MCL you are working with other teachers on your grade level but another responsibility is mentoring teacher resident to become a teacher. Wherever there are MCLs there are educational assistants who are teacher residents. Before that those positions did not exist. There maybe a few situations especially in title schools where the title committee choose to use funding for an MCL that could have previously been funding an educational assistant. But one does not substitute for the other. We are not decreasing but adding in MCLs and teacher residents into the schools.

Is it possible to have a training for new attendance clerks and bookkeepers that walks them through hands on situations? Actually working in Powerschool or TRA to be able to see how it works and ask questions.

Joe Williams, Senior Computer Programmer: Theresa Bilon and Kathy Donahue scheduled a beginning of year training to catch everyone up on PowerSchool and any new features. You might also have new duties added to you throughout the school year or new staff added if that every happens and you would like to have someone come out to train please have school administrators reach out to Theresa Bilon and Kathy Donahue. Would be glad to get them out there to assist.

Chris Reneau, Chief Financial Officer: This school year we started a new process for your bookkeepers to come to Central Office for a four day training. I know we have had some turnaround and added some resources. I have talked with Deede Bagwell and more than willing to send an accounting floater to train new bookkeepers. I have talked with Deede about filming the training sessions as an additional resource.

I had a student withdraw on 4/21/2021 – on 10/21/22 I received a technology charge notice for a HotSpot that was not returned. Why is it taking 17 months to receive a bill on this? On 10/10/22 I received another charge for a student that left on the last day of the 2021-22 school year, we are now 4 months into a new school year. Again why does it take so long to get a charge notice from Technology? Obviously we cannot hold records for a student that owes money if we do not know that they owe money. We as bookkeepers cannot help you collect a debt if you wait this long to send us the notifications. Can you look at revamping your system or find some better form of accountability?

Joe Williams, Senior Computer Programmer: HotSpots are unique and not assigned to everyone. They are only assigned to students in unique situations. The school year referenced was very done very early on in the process and scanning was done at a school level. We had a great number that was never scanned out to students, when we got to the end of the school year we had a number that were missing and not assigned to a student. We had to do some investigating on our end. Will continue to look at areas where we can improve. Probably not going to get to a point that there is some delay, we want to be responsible when we issue a charge to make sure we are not

putting misinformation and cause concern to the families or stress to the bookkeepers/school staff. Will look at that and try to get better at this.

Chris Reneau, Chief Financial Officer: From a bookkeeper's responsibility you can't be held accountable for that and just do the best that you can do. The expectation is we will just continue to do better and identify opportunities we can improve.

When an employee leaves the school system, their last check is always a paper check. Why is it sent to the school in the courier to give to the person when they are no longer at the school because they have left. Why does payroll not mail the check to the person instead of having the school mail it?

Chris Reneau, Chief Financial Officer: I checked on this and 97% of the time we do mail the check. I don't know if this was a unique situation or something that is occurring regularly at your school to identify the gap that is causing this. The process is to mail the final check to the employee's home address. The 3% we identified was a mistake on our behalf.

Jeanine Johnson, Chief Human Resources Officer: If you have a specific example please email myself (Jeanine.Johnson@cmcss.net) or Chris (Christopher.Reneau@cmcss.net).

School budget allocation checks used to be given to bookkeepers when they attended their Beginning-of-year in-service so that the schools would have funds available to purchase needed items and teachers would have class fees and basic skills available to start the school year, but for many years now the allocations checks aren't available until late August. This puts a strain on schools when items are needed but they don't have enough funds remaining from the previous school year to purchase what is needed. Will it be possible to have the allocation checks available sooner than late August?

Chris Reneau, Chief Financial Officer: There are two reasons that this happens in late August. BEP is money we get from the state is given to us 10 times a year and the first payment is in August. Most of our funding to make it equitable is based on student population, so we need that information on student enrollments. Those are the numbers we use for our calculation and don't receive them until later and the main reason for the delay. We can look to see if there is something we can do differently. Maybe a flat amount that we adjust at the end of August and that also depends on cash flow.

I previously worked at another school district (in another state) where classified employees were paid on a 12-month schedule, they were considered hourly / salary and the pay days were still every 2 weeks during the 'summer months'. Why is this not an option for staff here? I believe this is a large hurdle for new staff to adjust to, especially now with inflation, ect.

Chris Reneau, Chief Financial Officer: Most of the classified staff that I polled like the 10-month pay schedule. We do have the summer distribution option that is available. (Reference [CLS-F017 Summer Salary Distribution Plan](#))

What group does the Cafe Monitor fall under? Also I think this position is not taken with more in consideration. It takes alot to control an entire lunchroom. Most times alone an dealing with fights children with particular issues etc.

Erica Christmas, Classified Employees and Substitutes Coordinator: Café Monitors are part of our classified support positions and report to the school principal as the direct supervisor. They do not fall under child nutrition. If you experience challenges let your principal know. There might

be a sub with some time that can be pulled to help in the cafeteria. If there is something more specific you would like answered please reach out to me (Erica.Christmas@cmcss.net).

Why are SPED/CDC 1:1 Educational Assistant who especially need to be trained and certified in Crisis Management not paid more than the average Educational Assistant? We often deal with students that have more aggressive and violent behaviors. I feel this position is very stressful and deserves a higher pay scale.

Erica Christmas, Classified Employees and Substitutes Coordinator: Part of market analysis is going to offer recommendations for different ways to differentiate. What we will have to mindfull of is how those recommendations are fit in with CMCSS and our community and what we are trying to do with the structure of our positions. It is another issue with how the positions are titled but they look very different depending on what building you are in and what group of students you are managing. So those are some of the challenges we have when looking at differentiated pay. It is something we are aware of and looking into. Please continue to send your feedback.

Why are classified staff not being paid to cover a class like a teacher kids paid to cover classes during their planning period? I understand we are paid by the hour, however i do believe that we do a lot of covering because there are not many subs on top of doing our jobs.

Jeanine Johnson, Chief Human Resources Officer: Currently we have 249 subs and need about 500 to be able to fill all of our absences. We continue to struggle and hoping with this pay increase we may see an increase in subs. We do have to rely on all of our employees to assist. Teachers are receiving that pay because they are losing their planning period. They are opting out of that and that is why they are receiving that additional money. Educational assistants are not required to have a planning period, you get a duty free lunch. Pilot program began 09/06/22.

What is the success rate of the I-Teach program? Are we retaining very many of those after the 1st year?

Jeanine Johnson, Chief Human Resources Officer: Doing great 17 completed the program and 16 are still employed with us with 15 being special education teachers. There are still 8 employees with the district that are working on completing the program.

What is the policy for closing schools for illness? Our school has had the highest absentee rate for illness in the district recently and several confirmed cases of flu/covid. My principal, as well as the Nursing supervisor had inquired about the policy because of the high number of illness at the school. We didn't close. We have not only students out, but facility as well. We have teachers with too many unfamiliar students in their classes (not aware of allergies, meds, last names, etc) It just seems like the school system wouldnt want that liability. What is the point of "stock pile days" if we don't use them.

Anthony Johnson, Chief Communications Officer:

- Overall, CMCSS' district-wide student absence rate has averaged around **6%** this school year.
 - This is around 1% higher than pre-COVID averages (pre-2020).
- In the last week of October and first weeks of November, CMCSS' district-wide student absence rate has been around **8%**.
 - This is around 1% higher than typical, pre-COVID flu season averages.
- Since early October, the number of reported **student COVID-19 cases** has averaged around **2 daily**, with the **highest daily total of 10 cases** on October 28.

- The number of reported **employee COVID-19 cases** has averaged around **4 daily**, with the **highest daily total of 8**.
 - In contrast, **last fall 2021**, CMCSS averaged over **500 daily reported student COVID-19 cases for weeks**, with a **single-day high of 857**; for employees, CMCSS averaged 70 cases, with a single-day high of 224.
 - Additionally, there were thousands of daily exclusions.
- Since October, there have been two schools (BMES & MMES) that have had consecutive-day absence rates more than double the District's average.
 - **Both of those schools have steadily decreased closer to the District's average in the past few days.**
 - Additionally, in reviewing employee absences during this same time frame, BMES had an average of around 10% employee absences and MMES had an average of around 5% employee absences.
 - For context, in January 2022, CMCSS had several schools with employee absence rates over 20% that remained open and did not seek waivers.
- **There is not a district-level policy or state-level laws or rules dictating school closures based on absence rates, and there is not a specific threshold for that decision.**
 - However, absence rates of both students and employees are regularly monitored, and CMCSS continues its collaboration with the Montgomery County Health Department.
- Pre-COVID, CMCSS would review spikes of illness at the district-level and schools and determine if it was necessary to use a stockpile day to close a school or schools.
 - Closing schools for illness was extremely rare for CMCSS pre-COVID.
- During the height of the pandemic, CMCSS would review COVID-19 data daily and transition schools and/or the District to remote learning as necessary when it was **not feasible for in-person learning, almost always due to staffing issues**.
- **Beginning last school year, schools in Tennessee no longer have the flexibility at the local level to freely transition to remote learning.**
 - A new law does allow for 2 remote days of instruction, to include meal services and IEP services, per semester for “dangerous or extreme weather conditions or of serious outbreaks of illness affecting or endangering students or staff”, for which districts across the state are continuing to navigate the legal requirements in the absence of guidance from TDOE, at this time; CMCSS is not yet eligible to use these days, but is finalizing a plan.
 - The only flexibility for remote learning CMCSS has at this time is if we can demonstrate there is a very high percentage of COVID-19 absences, specifically, and it isn't “feasible” to have in-person learning.
 - The District can seek a waiver and approval from the TN Commissioner of Education and not all waivers are approved.
- CMCSS' only other options at this time are:
 - Continuing the mitigation layers that are already in place as approved by the CDT (encouraging those who are sick to stay home, increased ventilation, etc.),
 - Implementing additional in-school mitigation factors (additional cleaning, turning off water fountains, etc.), and/or
 - Using stockpile days (5 in total) for individual schools, which creates significant challenges should there be additional inclement weather or other emergencies this year.
 - If individual schools use all stockpile days, plans must be made for that specific school to make up days on holidays and/or weekends since it is not feasible to extend the school day for one or a few schools and not others due to transportation and other logistics.

- Ultimately, no decision to close schools is taken lightly as there are numerous factors that must be weighed for the physical, social, emotional, and educational well-being of students, their families, and employees.
- We have continued to observe improvements at the two aforementioned schools, and we will continue regularly monitoring the data.

Are the five parent notes for unexcused absences a CMCSS or State requirement?

Dr. Angela Huff, Chief of Staff:

Tennessee State Board of Education requires that:

1. LEAs shall follow the State Board of Education's School Attendance Policy 4.100 with regard to state requirements for excused and unexcused absences.
2. LEAs shall adopt a local policy outlining excused and unexcused absences in compliance with the School Attendance Policy 4.100.
3. If conflicts between teacher records and other records relating to excused or unexcused absences occur, the information recorded in the school office data file shall prevail.
4. Students with five or more unexcused absences shall be reported to the attendance supervisor. Parents or guardians must be notified each time a student has five unexcused absences pursuant to T.C. A. 49-6-3007. Additional notices must be sent after each successive accumulation of five unexcused absences. All requirements for truancy intervention shall be followed pursuant to T.C. A. 49-6-3009.

(Reference to [STS-A002 Student Attendance](#).)

When a classified employee(s) has to cover another “open” classified position for a long period of time (ie: a month or more) why can we not be paid overtime instead of comp time that we will probably not be able to use because it is too busy to take time off? Example: No Admin Asst from July 20 – August 29. Bookkeeper, “new” attendance clerk, and records clerk worked extra to cover the daily duties of this job.

Jeanine Johnson, Chief Human Resources Officer: Overtime is not budgeted. Principals need to let HR or Chris Reneau know so we can look into other options when we get into this unique situation.

Chris Reneau, Chief Financial Officer: It is always worth it to have a dialog. Hard to go retroactive to look at accounts and move money. Reach out to your principal when you feel you will be in a situation that will require you to cover an open position and paid comp time. Easier for them to reach out to HR or myself upfront and engage in open dialog and usually can find an amicable solution.

In regards to the new Duo Security app- will employees be able to access Red Rover without the app? If so, can information be sent out how to access Red Rover without going through Class Link? If not, how can employees enter absences if they choose not to download the Duo Security app?

Erica Christmas, Classified Employees and Substitutes Coordinator: No, employees will not be able to access Red Rover without the app. You have to use Duo to access ClassLink. If you choose not to download the app, you will need to follow your principal's protocols for reporting and absence and email subtituteprogram@cmcss.net to enter that absence.

Joe Williams, Senior Computer Programmer: Duo is a two-part authentication security to protect employee and student data. A lot of places are going towards a two-part authentication security. Download as soon as you can and do not wait until you need it.

Anthony Johnson, Chief Communications Officer: Our insurance provider notified us that we had to start using a two-part authentication security or they would not insure us. It was a requirement to remain insured. The school system cannot access any of your information.

We have students that come to the front office anytime they feel like it. There are way too many students in the front office who should be in class. We already have 8th graders coming to the office for the restroom and adding more on top of that is just too much. We really could use bathroom monitors.

Emily Vaughn, Director of Teaching, Learning, and Innovation: This is a process concern for hallways and offices. Look at what is the process? If there is not a process, what could the process be? Why do we need a process? There could be a process and just not communicated. Have a conversation with administration about the current process and the issues you are having with it.

Questions of the Month

What priorities should be considered during budget planning?

- In regards to budget and retention the pay needs to be brought up for everyone but ESPECIALLY classified employees. Yes we do not have to have a teaching degree we are required to have at least 48 credit hours which means we have student loans and went to school just like teachers. EA's are held to the same standards as teachers. The new "raise" could possibly put us at \$15 an hour but that still only equals \$19,500 for the year NOT INCLUDING taxes or insurance being taken out. There's not one person that can survive off \$19,500 a year. Since my start of employment I've not had a single paycheck more than \$370 for 2 weeks. That barely covers the cost of daycare and gas back and forth to come to work. EA's are a major component of the school day. Without us there are no small groups. Not every kid would get that time and attention that they need. While we may not have to create lesson plans and work 24/7 like teachers, we do a lot for our kids and we are evaluated and held to a teacher's standard in most aspects. The compensation we receive does not reflect that.
- New school system employees are GUARANTEED to get sick the first and second year. Allowing new employees to utilize maybe half of their sick time or something so that paychecks aren't even shorter would be an idea to consider. There has to be some kind of compromise with the sick time. It's unfair knowing new employees WILL get sick but can't utilize their sick time for 6 months.
- Another suggestion which I know is a stretch would be paying classified employees for all breaks/holidays with the exception of summer break. During the holidays is when people need a full paycheck the most yet that's when ours are shortened the most due to breaks. For me personally I LOVE my job and am so grateful for it, however none of us can live and survive off what we're bringing home every 2 weeks.
- Increase all educational assistants schedule by 30 minutes each day. It would allow us to assist for longer each day and allow assistants to get more hours.
- More men in the schools.
- Laptops for all classified staff who work directly with students. Standalone computers are not as readily available as they used to be in schools for checking email. A lot of communication happens via email throughout the school day. If each student has access to a laptop, all staff who assist students ought to have a laptop issued to them as well. (Maybe only at the secondary level?)
- Could they consider paying classified employees for federal holidays? Like Veterans Day. With it being a federal holiday and it's not optional for us to work, I think we should be paid for it. At the very least, given the option to use personal or comp time.
- Bathroom Monitors
 - At WCMS, we have had the Tik Tok challenges of last year impact the bathrooms then and it has bled into this school year. Students are no longer allowed to go to the hallway bathrooms during class due to vandalism. During class changes, the students use the bathrooms in their classroom hallway, but teachers and assistants must monitor the restrooms during transition.
 - During class, if it is an emergency, 8th grade is sent to the front office and 6th & 7th grade are sent to the library to use the bathroom. This is where yesterday's question about the students congregating and being loud and disrespectful in the front office came from.
 - In the same way that we have cafeteria monitors, it could be advantageous to have bathroom monitors at the hallway bathrooms so that students can use the hallway bathrooms during the school day rather than having to go all the way to the front office or library. The students are missing out on valuable learning by having to go so far to use the restroom during class time.

- It might be less expensive to fund bathroom monitors versus pay for the repairs to ongoing vandalism and pay for the time for maintenance and custodial crews to repair and fix everything that has been broken or vandalized. It would also give back learning time to the students and would decrease disruptions in the front office where administrative assistants are trying to focus on their work responsibilities and where stakeholders are often coming in and out throughout the day.
- Staff salaries, we are ALL unpaid and feeling underappreciated by the world right now. So showing the employees we have that they matter and they are worthy of more would probably go a long way.
- Allocating money for supplies for students (so teachers aren't having to pay for it): pencils and paper.
- Better pay for all staff, especially support staff (i.e. Administrative Assistants, Custodial, Office Assistants, EA's). Clarksville is growing, so should wages.
- More EA positions
- More money for stem education for all schools
- Upgrading existing schools' environments (wall cleanliness/paint, library carpeting cleaned/replaced, updated lighting for energy saving and environmental calming).
- Cameras in the classrooms to support discipline.
- Paying people their worth. I am hired for one job, but on top of that I am the schools Inventory Control Rep. That job alone is a second job, because I don't just work on Inventory once a year during the audit. I work on inventory the entire year! I would love to see the district pay people what they really should, everyone that works for the district.
- Budget more money for breakfast, lunches so it could be healthier.
- Employee retention, district wide behavior issues, maintenance of older buildings, replacing furniture in older buildings, employee morale.

How could the district improve its efforts to address building capacities?

- Work to eliminate portables- safety issue to have students roaming outside and too crowded in the hallways inside.
- I don't believe this is an issue the district can deal with directly. I believe the solution to this problem lies within the city government and funding.
- Ensuring enough desks for each student
- Portables (insert sad face)
- Build new schools vertically and build additions to schools instead of
- Make sure that portables are fully functional (phones, wifi, HVAC, environment, desks/chairs, and overhead display) at least 2 week prior to school starting or as soon as possible when setting up mid-year.
- The district could stop building more schools and actually build schools that are large enough to hold 2,500 students. Building more schools when we could just build larger schools seems wiser!
- I believe that building new schools, and drawing the boundary lines closer together would elevate some of the overcrowding. The elementary schools are outnumbered with kindergarten, 2nd and 5th graders. Hiring more teachers would be a great start. I have seen many teachers leave and it's because there is no curriculum, and counting of printer paper. A work supply closet would be great for teachers.
- Get ahead of the curve on building new schools instead of behind it.



CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

Teacher Residency Program

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CMCSS TEACHER RESIDENCY PATHWAYS INFORMATIONAL MEETINGS

*Learn more about how to earn your degree
and teaching certification at no cost.*

EARN A BACHELOR'S DEGREE & TEACHING CERTIFICATION

***High School Seniors, Classified Employees,
and Community Members***

Thursday, November 17 | 5:30 P.M.

EARN A MASTER'S DEGREE OR TEACHING CERTIFICATION

Classified Employees and Community Members

Thursday, December 1 | 5:30 P.M.

Meetings are open to the public, for those interested in pursuing the program.
Both meetings will be held at Central Services Gracey, District Board Room.

SCAN CODE

*Learn more about the pathways
available at cmcss.net/trp.*



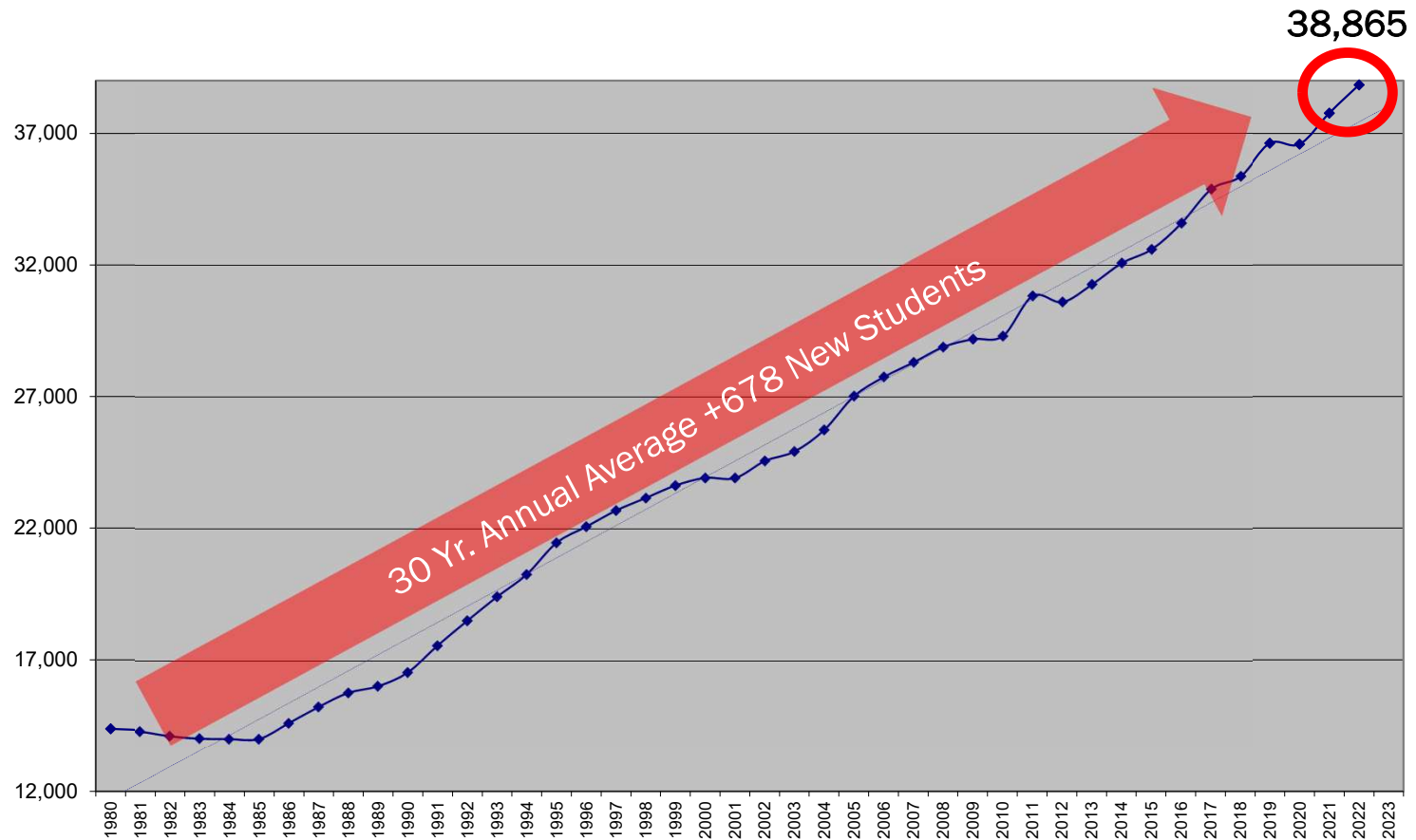


School Board Goal Eight

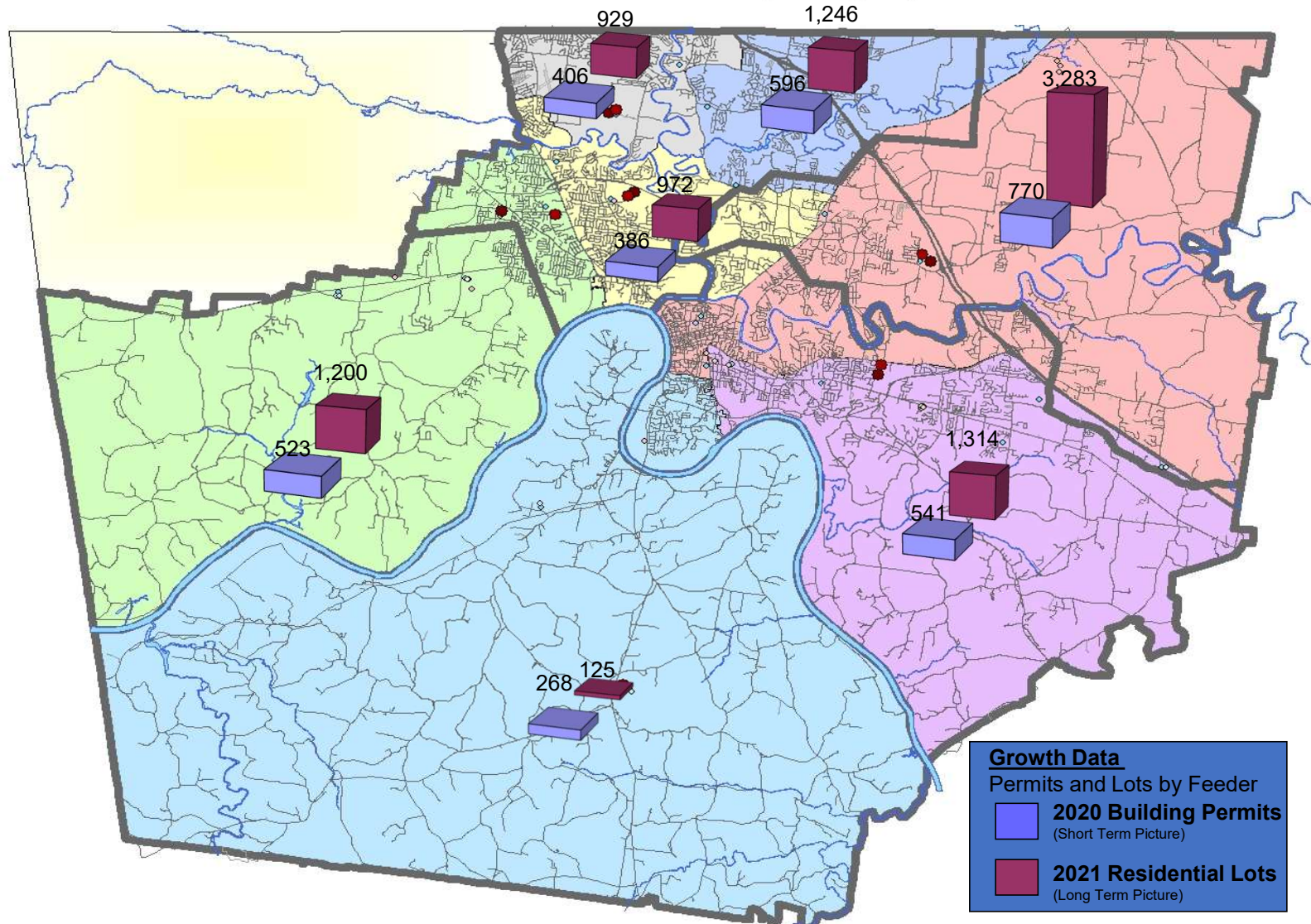
Presented by
Norm Brumblay
Chief Operations Officer
15 November 2022

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

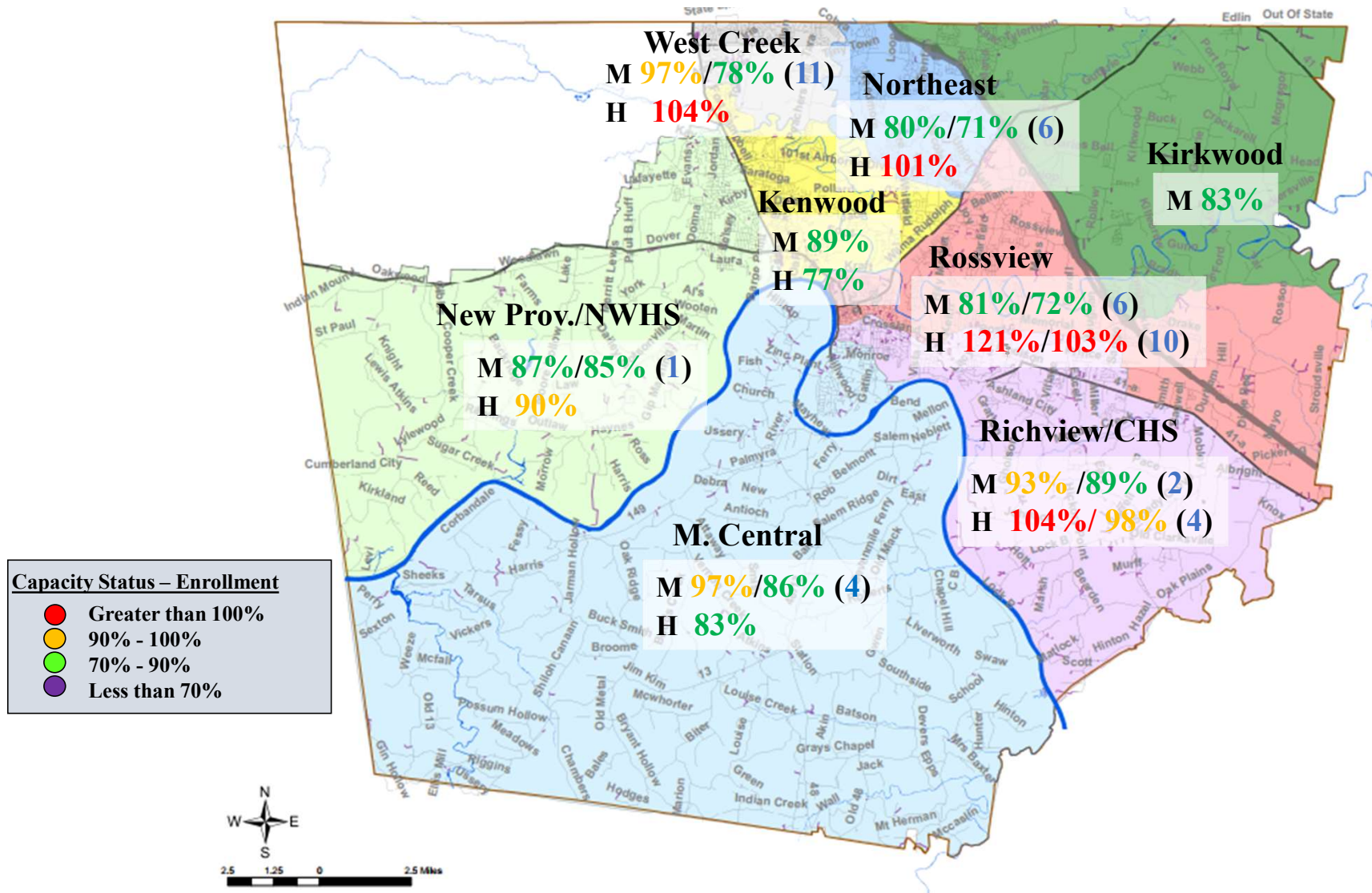
CMCSS Historic Average Daily Membership (1980-2022)



Short Term and Long Term Growth Capacity By High School



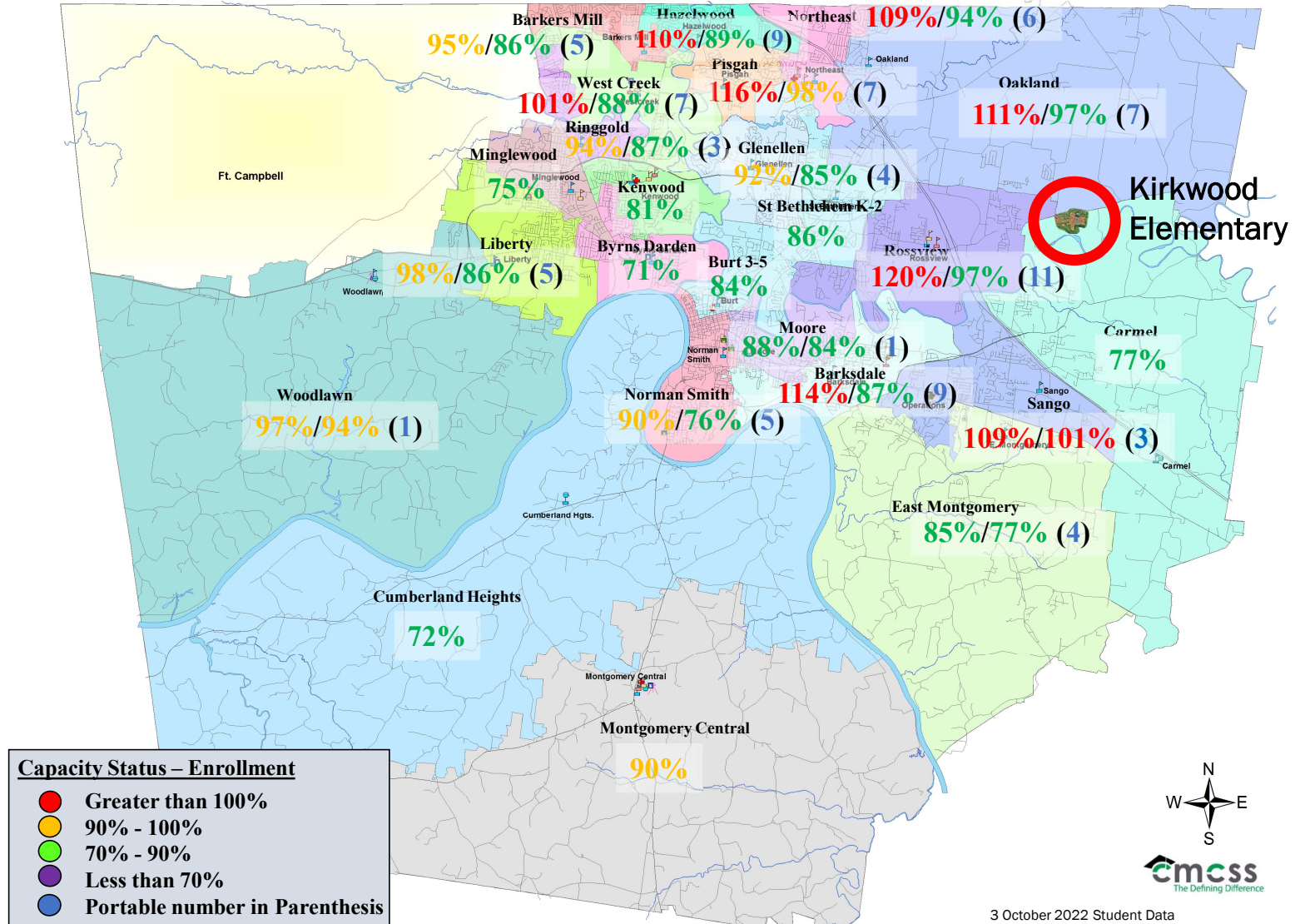
2022-2023 Middle/High School Capacities



Kirkwood Middle/High Rezoning

- **January 4, 2022** **Initial Zoning Recommendation**
 - Surveys & Stakeholder feedback
- **February 8, 2022** **Final Zoning Recommendation**
 - Transition phase-in/rezoning exception plan approved
 - Planning and Implementation
- **August 8, 2022** **Middle School Opens**
 - **7th - and 8th -grade** could attend either existing middle school or their newly zoned middle school
 - Transportation must be provided by the family.
- **August 2023** **High School Opens**
 - **9th -, 10th - and 11th -grade** can attend either existing high school or their newly zoned high school attend
 - Transportation must be provided by the family or the student can drive.
 - Surveys sent out to Stakeholders
 - Opt-out forms will be sent out at end of October
 - Rezoning recommendation in December

2022-2023 ELEMENTARY SCHOOL BOUNDARIES



KIRKWOOD CAMPUS

173,280 Square Feet
64 Classrooms,
\$31 Million BEP: 1209
Opened August 2022

Middle

121,032 Square Feet
64 Classrooms,
\$43 Million BEP: 1056
Opening August 2024

Elementary

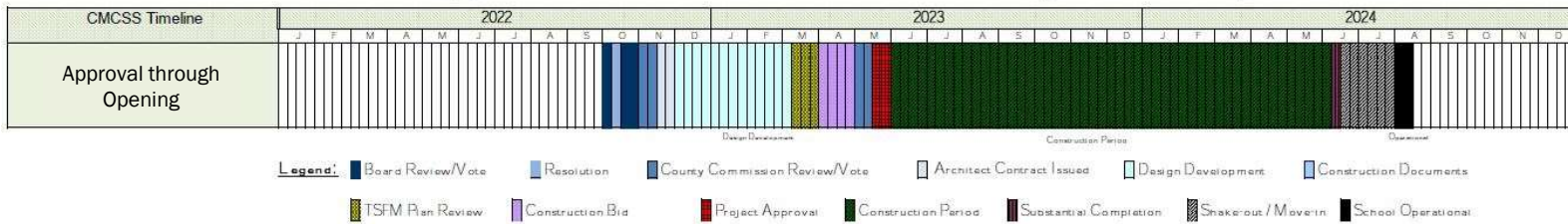
High

275,253 Square Feet
86 Classrooms,
Middle & High Bus Loading Area
\$91.3 Million BEP: 1686
Opening August 2023

Resolution for Design and Construction

Kirkwood Elementary

Prototype/Addition Construction Timeline (2022 - 2024)



4 Oct: Approval Process

- Clarksville Montgomery County School Board makes initial evaluation of the recommendation

18 Oct:

- Clarksville Montgomery County School Board voted on the resolution and advanced it to the county budget committee for review

27 Oct:

- Montgomery County Budget Committee makes evaluation of the resolution

7 Nov:

- Montgomery County Commission makes initial evaluation of the recommendation

14 Nov:

- Montgomery County Commission conducts **vote** on the resolution

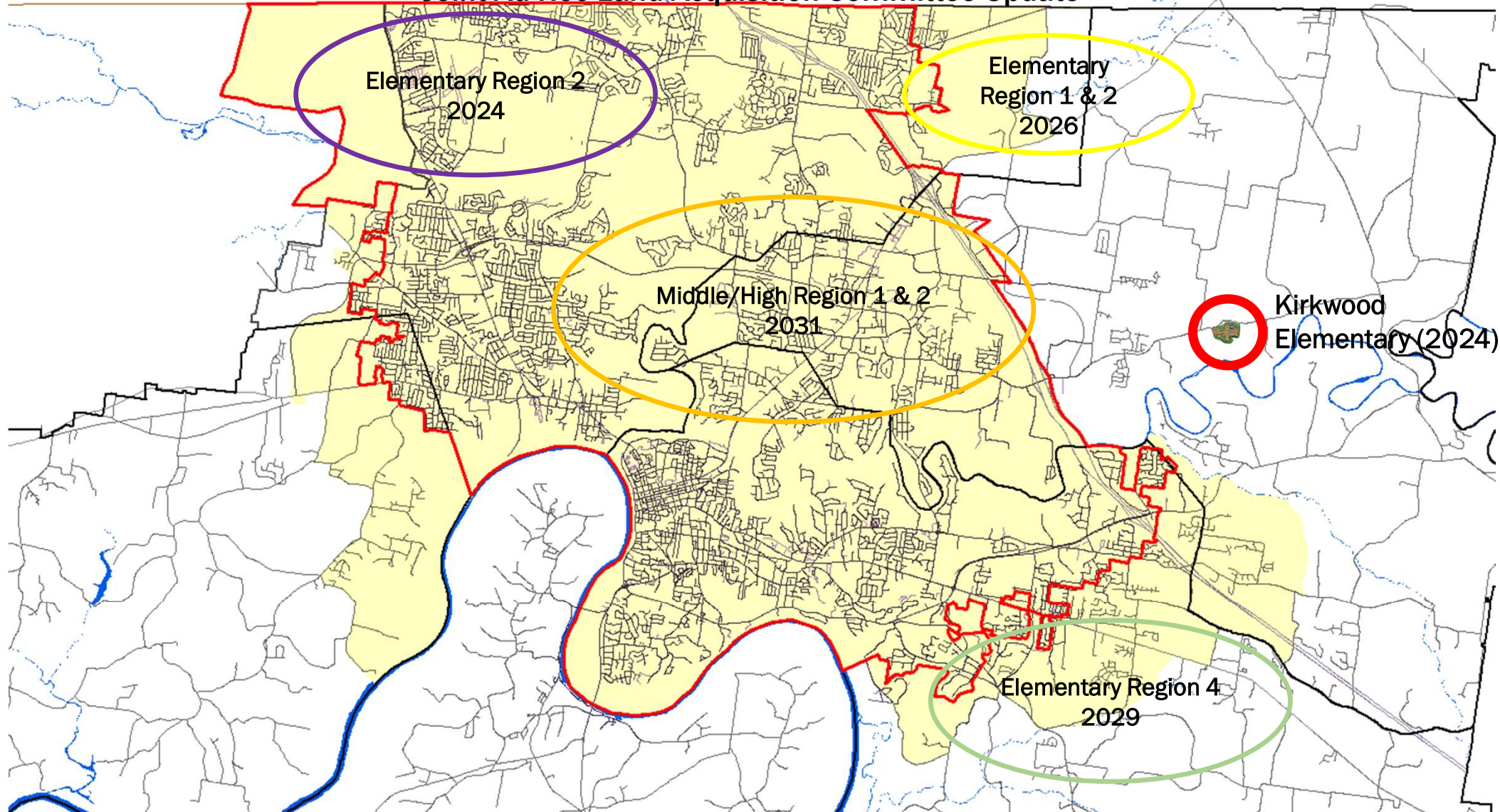
15 Nov: Design and Construction process

- If approved, Architect is engaged for design services
- Bidding in April and 12 Months Construction



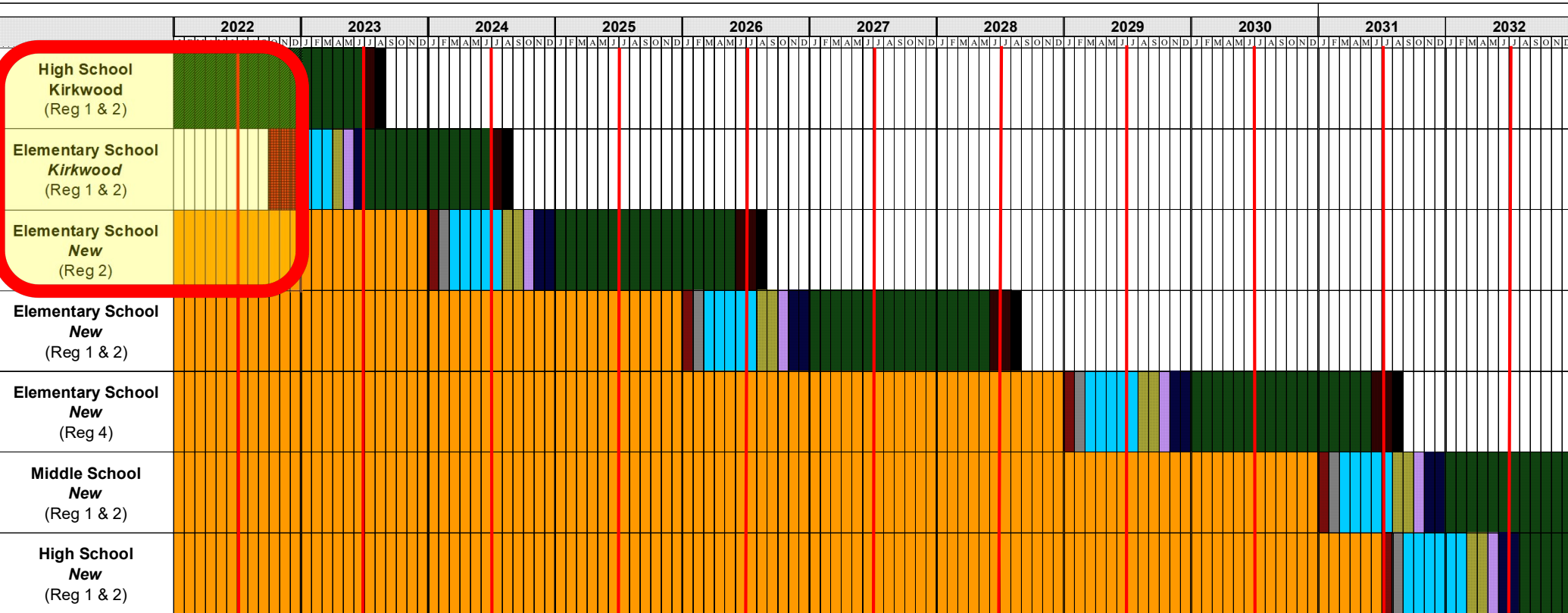
CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

Joint Ad Hoc Land Acquisition Committee Update



10 Year Facility Construction Plan

(Construction Timeline 2022 - 2032)



- Land Acquisition
- Project Approval
- Selection of Architect
- Design
- Plan Review
- Construction Bid
- Project Funding
- Construction Period
- Substantial Completion
- School Opening Date

Based on 2022/2023 Student Enrollment Data & County Financing Data



CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

Questions?

