

Classified Representative Meeting Notes February 21, 2023

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

Please provide your feedback on proposed budget items. See page 11 for responses.

Dr. Luna-Vedder, Director of Schools: Comments

Good morning. I hope everyone is doing well. A few quick things to make sure everyone is aware of. We are conducting a very comprehensive special education audit in the district. That is still ongoing as we speak. We have an outside consulting firm, Gibson, conducting the audit. We are starting to get some initial information from them that is helpful. We will get our full report in the summer. If you work with that population please know we are very committed to continuing to look at what that can look like in continuous improvement. Jeanine Johnson will discuss further about inclement weather and where we are at, we have used 4 of our 5 stockpile days. So we are still hanging on to that last day hoping it will get us through the rest of the year. Right now it looks like the weather is holding out, but we are continuing to look at what that looks like. As you know we are continuing to grow in this district. We are working on Kirkwood complex right now with Kirkwood High opening next school year and Kirkwood Elementary the year after. We are already having conversations with the county regarding additional land. If you have tried to buy land in this county you know there are not many options. Please know we are already looking at some potential sites for our next schools which will be an elementary. Lastly, I know we are only a couple weeks before enjoying spring break. Please take that time to unplug and take some time for yourselves.

Norm Brumblay, Chief Operations Officer: Bus Drivers Recruitment and Retention

See pages 12-30 for presentation.

Jeanine Johnson, Chief Human Resources Officer: Inclement Weather Updates

Two positive impacts for our classified employees. Classified school based employees (non-12 month) when school is closed will be paid for the first five closure days. Also, when school is delayed you are asked to report 30 minutes before the students report and will be paid for the full day. If the district is closed and you are mission essential employees you will be asked to come in and receive comp time in addition to paid time.

Please review updated policy [Leave Due to Inclement Weather and Other Emergencies HUM-A021](#).

Elizabeth Vincent, Director of Policy and Continuous Improvement: Escalation Chart

Last year we talked about our move to a new ISO certification standard. For 20 years our district was using a non-industry specific standard. Last year we ensured we had current standards and procedures in place. We were always requesting feedback on our work and areas we could continue improving. This year we moved to an education specific standard. For the last few years I have been working with others to find ways we can make things clearer to align with that new standard. One thing we got feedback on in our data collection last year was about the transparency on how to file complaints and how to escalate concerns. We took the [Employee Grievance Procedure: HUM-P022](#) in our district library and created a graphic to show the flow of that process. It provides a clearer picture of the process. Also made one for parents and family showing the process for parent complaints.

Chris Reneau, Chief Financial Officer: TISA

TISA ([Tennessee Investment in Student Achievement](#)) is the state's new formula to calculate education funding replacing the BEP process. BEP was a 47 step equation that came with a book that was 48 pages long to decipher how much funding we should get from the state and local level to support our district. State and local makes up 88% of our funding. Governor Lee revamped the whole program and labeled it TISA and pledged an additional \$1 billion in funding for our education program in Tennessee in an effort

to bring us up. At this point in time, we have not received a lot of guidance on it nor received an estimation of our funding amount. TISA takes the number of students you have and pays a flat rate per student. This year they are predicting that amount to be \$6,860 per student. Then there are 14 special categories that are weighted and we will get additional funding for our unique learners in the district. The range of unique learners is anywhere from socio-economic situation, one to one education assistants, or other unique learning requirements. This is the first change in district funding in the last 30 years.

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

March 15th – Education/Media Assistants and Vocational Assistants

Sharing a positive story from your school/location

West Creek High: We have the Criminal Justices Academy and some of our students took the FAA Part 107 Drone test and very proud that some of them got a certification.

Cumberland Heights: Nashville Opera come and performed for the students.

Barksdaile-Spanish Immersion: Excited for the Spanish Immersion building.

Questions and Concerns

What rationale/data did the TN department of Education apply in determining that 3 1/2 of attendance is appropriate for instructional time? Did they look at a real class schedule?

Dr. Sean Impeartrice, Chief Academic Officer: Tennessee law provides that the State Board of Education must issue rules prescribing the guidelines local public schools must follow when establishing their student attendance policies. The State Board and the Tennessee Department of Education have broad discretion in adopting the rules and guidelines given to local public school districts. The State Board along with the Tennessee Department of Education revise and update their rules and policies as they deem necessary so it is difficult to say exactly when that particular rule became effective. Not certain when that rule came into place but it is based on a student's day and the bell times from beginning to end.

Since the door at the dock at CSS is now required to be locked at all times, would it not be beneficial to add a swipe lock and provide access cards to employees that visit that entrance regularly? Such as warehouse drivers, maintenance and HVAC employees.

Norm Brumblay, Chief Operations Officer: While front office security is of high importance to us, we must also ensure that our side and back entrances are not vulnerabilities. It is not uncommon, though, for some CMCSS support staff to work from back or side entrances for easier access to their materials or equipment. We appreciate being made aware of the difficulty our team is having at CSS and we are happy to report that a swipe card reader has been installed on the warehouse entrance to assist our classified employees. Additionally, as a result of this request, we are also working on installing another swipe point at a similar location at Gracey. Operations staff wear official CMCSS badges to permit this alternate access. As always; if in doubt: Ask to see an ID if you cannot identify someone walking in our doors!

Why can't we get consequences enforced for repeated offenses?

Dr. Sean Impeartrice, Chief Academic Officer: All Principals and Assistant Principals are required to follow the code of conduct when administering discipline. There are situations with students with an IEP or 504 that mandate we go through a process prior to administering that discipline. Sometimes that may look different than a general education student. If we know that a Principal or Assistant Principal is not following the code of conduct we will have a Level Director

look into that particular situation. Matt Slight, SEL Director, is gathering feedback during this time of year about potential changes to next year's Code of Conduct and states that a major focus area is clarifying consequences.

Why are we being trained on restraint training if the teachers in our class nor admin wants us to use it?

Dr. Sean Impeartrice, Chief Academic Officer: I did reach out to Level Directors and talked with all the Behavior Consultants. They both have not heard concerns from Principals. The Behavior Consultants did state that the biggest concerns that Principals express is the amount of time training. The Behavior Consultants adjusted that by providing aspects of the training that are through self-paced online module.

The goal of Safe Crisis Management is to prevent teams from having to physically intervene but to equip them with the safest strategies to physically intervene if needed. Our teams should only physically intervene as a last resort, if the student is harming himself or someone else.

Teams are selected by the Principal at the building level. The first six hours of the training of a nine hour training are spent teaching participants about de-escalation strategies in order to avoid having to physically intervene with a student. The physical component is the remaining three hours of training. Participants must score 85% on a physical demonstration. If the participant must pass by 85% to be certified.

Went to the 9-hour restraint training in July and in August some rules changed. The new information wasn't passed down to the restraint teams, no clear place to go for the rules and forms required when responding to restraint situations.

Elizabeth Vincent, Director of Continuous Improvement: We definitely want to be sure that information is available. Working with technology to create a tab in the document library to look at documents by role, situations and other different ways.

These are the restraint procedures that are in our document library:

[INS-A064](#) – Restraint Using Reasonable Force

[INS-P024](#) – Use of Reasonable Force in Students

[SPE-P006](#) – Isolation and Restraint Procedures for students in Special Education

According to our records, the SPED procedure was updated in August, and the procedure for regular education students has not been updated. I know that the legislature has passed a couple of laws in recent years around restraint, but I believe they were specific to SPED which is why that procedure has been updated.

If we meet our plan training requirements specific to our job title for the school year can we venture into trainings outside of our role? I would like to be able to cross train to gain more knowledge of the inner workings of other positions. This way if I apply for a new job I can say I have had some training. It would also be beneficial to have building staff be able to help out in different positions when someone is out. Example: Front Office personnel was out for an extended period. We were able to have a sub some days but they do not know the inner workings of our building, our students, parents or staff. If I knew more about PowerSchool and protocol I would have liked to have filled in.

Jeanine Johnson, Chief Human Resources Officer: Cross training at a school is important. At a school an educational assistant is working with students, pulling to train at front desk will be difficult while you are working with students. Hopefully with there being numerous administration

assistants they can cross train with other administration assistants and accounting techs. Certain positions will be difficult to cross train with other positions based on the role/duties.

Dr. Sean Impeartrice, Chief Academic Officer: Our PD days focus on educational assistants and the students. I appreciate your dedication to continued growth and definitely think that some version of co-training could be beneficial with your front office colleagues. I know that this year's focus on classified training has been in the area of student behavior and how best to support EA's through this knowledge and understanding. I do not know the level any type of cross training happens at the school level, but I do think some version of this cross training would be best practice. To my knowledge, central office has not provided this type of co-training to our schools. I appreciate the feedback and will follow up with leadership and school level leaders.

Are there any pathway plans for assistants working in EBS – who have no desire to teach but, work with behaviors? We are aware of the transfer policies but, most times principals already know who they are hiring.

Jeanine Johnson, Chief Human Resources Officer: We do have the transfer option (reference Transfers [HUM-A058](#)). Principals might have employees within their schools that they have worked with and feel comfortable with their work ethic, knowledge and attendance, so they will consider that employee.

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: Jaime Holder, Professional Learning Coordinator-Classified, is a great resource for training. If this question is more about where you can get more training.

What is the policy for students sitting behind the front desk in the office when they should be in class? There are a lot of things that go on during the day and this is a privacy/FERPA issue.

Dr. Sean Impeartrice, Chief Academic Officer: I really think we are talking about high school and student aides. I know it isn't unusual at a high school for them to talk a little about FERPA, not aware of the magnitude that it goes on. I did reach out to Rosalyn Evans, Director of High Schools, to talk about what that looks like.

Dr. Jean Luna-Vedder, Director of Schools: When I was in the high school, we might have had student helpers but they didn't work behind the desk. They were running errands, giving tours to new students, but they were not located behind the front desk.

When a student gets suspended pending alternative school, is the pending until they are registered for alternative school considered unexcused absences or suspension (need clarity)?

Dr. Angela Huff, Chief of Staff: Pending Alternative School is Suspension (OS) for no more than 10 days. If it goes past 10 days it becomes an unexcused absence. (Reference [Student Conduct](#) page 13.)

Dr. Sean Impeartrice, Chief Academic Officer: There are 10 days to go through that process. Once the Alternative school does the intake they are fine.

Dr. Jean Luna-Vedder, Director of Schools: This has change a bit over time. If it is written pending up to 10 days, it is out of school suspension until they are enrolled. However, we have worked with Alternative school to get that intake complete as quickly as possible. It should not take nearly that long. The only time it might be longer is if it is a manifestation and there has to be a meeting like a student with an IEP that might take a day or two longer. It is an out of school suspension pending a remand at the Alternative school.

Are educational assistants supposed to cover classes the whole week? If so their needs to be other incentives than just comp time.

Dr. Sean Impeartrice, Chief Academic Officer: EA's should not be acting as teachers in the classroom on an ongoing and consistent basis. There may be a need for an EA to cover a classroom on occasion based on sub shortages and teacher absences, but it should not be on an ongoing and consistent basis. Some of our Teacher Residents during their last year of residency may help in a consistent way to teach a period, but they are not teacher of record. Those situations are analyzed by the Teacher Residency Pathway team and must be agreed on by all parties as part of the gradually release model that their competencies are based on.

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

Something needs to be done regarding excessive absences and tardies. A student can have over 12 absences and over 30 tardies and still earn a passing grade. This habit is not fair to the students who do come to school and work hard. The district is too concerned with 100% graduation instead of really empowering our students to reach their potential. In my opinion, the disciplinary actions for this habit does not align with our district's mission and vision. There is a disconnect between the court and school system.

Dr. Angela Huff, Chief of Staff: Our expectation is for students to attend school on a regular basis. However, we do know that this expectation is not consistently met by all students on a daily basis. For middle and high school students, the student attendance policy allows teachers to give a grade of 0 to students until the make-up assignments are submitted (see highlighted section on page 31 from CMCSS Student Code of Conduct referencing Make-up work).

Regarding absences Tennessee law mandates certain steps for public school systems and the District follows Tennessee law. Schools are responsible first for notifying and contacting parents and intervening with Attendance Contracts. Secondly, Students Services notifies parents following the Tier process before a Truancy petition can be filed. Once in Juvenile Court, it is the Judge's decision as to what action will be done to correct the truancy. While District representatives have a collaborative relationship with the Juvenile Court judges, per Tennessee law it is ultimately the decision of the judge hearing the truancy matter.

Regarding tardies, per the Code of Conduct, tardies are addressed at the school level starting with the teacher to intervene up to the administration. Tardies are not an issue the court has jurisdiction over because the state's truancy law does not consider tardies. However, CMCSS attendance teachers do stress with students and parents the importance of being on time for school.

Lastly, State law requires that when a public school district is creating its attendance policy it must follow Tennessee law as well as the rules and policies regarding attendance issued by the Tennessee Department of Education and State Board of Education. One of the rules dictate that local attendance policies cannot be used to penalize students academically.

Dr. Jean Luna-Vedder, Director of Schools: Some of you maybe referencing a time when you could fail a student based on attendance and after so many absences you would fail. As Dr. Huff referenced that is no longer legal to do.

Technology removed over 100 ipads from our school over the summer. Those were paid for with school funds, PTA funds, and donations. Our students, especially Pre K and Kindergarten, use them often. And our teachers depend on them to record their portfolios. Can anything be done to have

those replaced? They weren't funded by the district, so how can they be removed without offering a replacement?

David Holman, Chief Technology Officer: As with any tangible asset there is a point in time when the cost of maintaining a device exceeds the value the device brings to an organization (ex. maintenance, security, usefulness, etc.). The iPads that were removed from circulation are 9-12 years old (well beyond our typical equipment life cycle of 4 to 6 years) and Apple was no longer developing operating system and security updates for those models, meaning they were a security risk to the district.

There should be no expectation that the district fund replacement of resources purchased by individual schools when those resources reach the end of their life cycle. Replacement cost should be considered and budgeted for when purchasing resources. Additionally, the district did not have 1:1 laptops when the iPads were purchased. The technology resource to student ratio is now much greater than it was when the iPads were purchased.

Some of our schools are older and have older furniture. The warehouse has some office furniture available, but often it is passed down from school to school. Can the Accounting Department look into assigning schools a furniture budget? Even if it was every 10 years or so.

Chris Reneau, Chief Financial Officer: The answer to that is yes and no. We don't account for budgets at individual school levels. What we do is every 7 years we focus at different schools. Look at what the furniture needs are at the schools. Every year we allocate a certain amount in our budget for school furniture renovation. Reach out to Lori Bryant, Purchasing Director, if furniture is worse before the 7 years.

When will pay reflect inflation prices that have sky rocketed up to 20% (rent, groceries, and etc)?

Chris Reneau, Chief Financial Officer: Our funding comes from state and local sources. As inflation has increased, the state and local sources are not increasing their allocations by inflation. Until the state and count gives more money to compensate for inflation there is not really much we can do as a district to offset inflation with our salaries. We are doing the best we can. My #1 priority during budget planning is wages and compensation.

Also, will the step increase rotation keep going from where it left off last?

Jeanine Johnson, Chief Human Resources Officer: Step increase are part of the budget process. We always look at a COLA and step increase, when beginning the budget process.

Chris Reneau, Chief Financial Officer: A step increase for our district is \$4.6 million. My #1 priority during budget planning is wages and compensation.

The attendance secretaries have been asking for a district sub when they are out on FMLA. Last month one of the attendance secretaries called me in tears because she was so behind in entering notes as well as her other daily duties. She did ask her co-workers for help but they were limited in what they could do because they had their task to do AND they do not know how to enter attendance correctly. Most of us love what we do; however, it really takes a toll on us mentally and physically when we have to be off. We know when we return our work load has multiplied. We do understand that Theresa and Kathy can assist us pertaining to the sign in/out through Raptor. What does the district advise for the attendance secretaries to do when we have to be out for more than 2 days?

David Holman, Chief Technology Officer: This school year, one school has reached out to us to request assistance with an extended absence for their attendance staff member. We accommodated that request. In previous school years we have assisted all schools that have reached out to us for

assistance when their attendance staff member was out for an extended absence. On several occasions multiple requests have come in at the same time where we have assisted more than one attendance staff member during the same time period. This was true on many occasions during the 20-21 school year due to COVID related absences. If you will be out for an extended amount of time planned or not planned. Please have one of your administrators reach out to us for assistance so we can coordinate how we can assist you during your extended absence.

For assistance with entering attendance data in PowerSchool, a school admin should send a request to pscoordinators@cmcss.net and Theresa or Kathy will assist remotely. Any other tasks delegated to them should be discussed with school admin on who should handle tasks not related to PowerSchool in their absence. PowerSchool Coordinators have strongly advised attendance clerks to ensure there is someone cross-trained at their school to handle their job responsibilities in the event they are out of the office.

The following message is emailed monthly to all school admins as a reminder that PS Coordinators are available for 1:1 training. The highlighted statements will be added to future emails so they are aware that we are available for assistance with extended absences as well.

“Theresa Bilon and Kathy Donahue are available to come out to your location to give your staff one on one training.

The training provided is as follows:

- PowerSchool data entry (Scheduling, Enrolling, Withdrawing, Attendance, Reports and more)
- Enroll Admin
- Raptor as related to Attendance

In the event that your attendance clerk will be out for an extended amount of time (ex. FMLA), we are available to assist with entering attendance data in PowerSchool remotely. We can also help with cross training staff who have been designated as their back up.

Please reach out to us by email at pscoordinators@cmcss.net to set up a day and time if training is needed anytime throughout the year.

We are always happy to help your staff gain better knowledge of the programs utilized with these positions.”

Is paid maternity leave something that will ever be looked at?

Jeanine Johnson, Chief Human Resources Officer: The state recently started to provide paid maternity leave for state employees. We are not state employees. You do have paid sick leave that can be used during maternity leave. If you are a 12 month employee you also have vacation time. Additional paid maternity leave is not being considered.

Are teachers require to provide lesson plans while on leave?

Jeanine Johnson, Chief Human Resources Officer: There is a policy that covers that they are expected to have all their lesson plans prepared before they leave on approved leave.

With the last raise it was said everyone would be at minimum 15\$. Well Cafeteria Monitor pay was not even close. Why is this the lowest pay grade? We work with 1 of the largest groups of children most times with no assistance. My opinion 1 of the most disregarded underpaid with absolutely no Appreciation.

Jeanine Johnson, Chief Human Resources Officer: Our goal for next year, 2023/2024, is that none of the positions will be below \$15/hour.

If the EBS assistants are going to Hazard Duty pay, when shall we in CDC begin getting it as well? We do as much if not more than they do on a DAILY basis. We get bit, hit, punched, spit on, and the list goes on. Not to mention wiping feces and urine on the daily also.

Jeanine Johnson, Chief Human Resources Officer: EBS assistants are not going to receive hazard duty pay. Market analysis is reviewing all positions and there might be some positions that come up as a higher grade than they were previously.

Why are Attendance Admin Assts on the same pay scale as the front office and Ed Assts? They have so much more responsibility than those other positions. Where I am aware that front office has "some" knowledge of how to handle parts of new student registrations, they are NOT the ones held accountable for building rosters, checking final documents excepted for students enrolling to insure the school is in compliance with policies & state laws, working with the FIT office, maintaining records to include parenting plans and so much more. As a district, there seems to be alot of Attendance clerks ready to just transfer into the front office or Ed Asst positions because the pay doesn't justify the added responsibilities.

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: All of our classified positions are being reviewed by a consulting firm. The difference between our office and administration assistants was something that is being considered and analyzed by our consulting firm. We do understand that the duties are quite different and something being considered.

I read through the January classified notes about the market analysis consultant looking into wage compression for the compensation review. The city just did this same process using Evergreen Solutions for city employee wage increases. Will the city's pay chart be looked at by our market analysis consultant?

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: Our market analysis firm compares our positions to our local government entities as well as government entities of surrounding counties. There are four benchmarks in total that are used: private sector, public sector, public education and government sectors. Our local government is a part of our analysis along with other benchmark data from the other entities.

What does the system purpose to do about retention of Classified Staff? I have been with the school system for 10 years, 4 years ago we received a pay grade increase, however when they did this it took my steps back 3 steps. So there was no actual raise. I should be on Step 10. I am only on Step 5 because of this and Covid. A person that starts on my pay grade today makes \$1.25 less than I do. This is just ridiculous. There is no incentive for us to stay loyal to the school system and not to look for work elsewhere. Seniority/work experience needs to be taken into account. We cannot negotiate our raises or our pay.

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: With retention pay is only one facet of that. There is employee support, appreciation, collaboration, and opportunities for employees to have a voice. With compensation our goal is to be competitive with our compensation. We are working on making all of our positions in line with what our market analysis consultants are providing us. I have seen personally from our senior leadership is a commitment that all of our positions are in line.

Jeanine Johnson, Chief Human Resources Officer: This employee also mentions that they have been her for 10 years and only at a step 5 but feel they should be on at step 10. Although step maybe

lower, the hourly rate increased. When this policy was first developed we had to be mindful that we are going to conduct a market analysis every year for a different group of employees and the budget impact to implement an increase that is beyond the COLA/step. We provide benefits to classified employees which are very valuable.

After being in the same position for a few months, I feel like Classified workers should be able to train in multiple areas, so that they can be able to do different task within the school that they are attending (if that is something that they would be interested in and also assuming that they are qualified for the job). Would love to know about other licensing programs so that I personally can transition over to another position.

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: If this person was referring about going from a custodian to an educational assistant, office position to educational assistant and doesn't have the required college hours they can take the Parapro Assessment. Jacklyn Winegarden, HR Associate – Classified Applicants, is a great contact (Jacklyn.winegarden@cmcss.net) for that if they need some study materials or to sign up for that test.

What is the district doing to attract quality minority educators, principals? I believe that some schools need more people that look like them.

Jeanine Johnson, Chief Human Resources Officer: One of our goals is minority recruitment. We do very well on our classified side but we do struggle on the certified and administrator side. This year we have increased from 16% to 19%. The residency program focuses on minority hires. We go to HBC colleges for recruitment events. When it comes to administrators we are going to select the candidate that is the most qualified and best fit for the position. That decision is made by a committee and not just one person.

Melissa Izatt, Director of Teacher Equality: Not a lot of teachers in the pool, especially of minorities. Currently we are working on recruiting from the community. It has been a challenge and will continue to be a challenge.

Jeanie Johnson said, “Job descriptions are reviewed by a consulting firm we have used for at least 15 years.” I am sure most companies become stagnant and comfortable as they have been used forever do you plan on changing the market analysis company? I think we are still missing quite a few dollars.

Jeanine Johnson, Chief Human Resources Officer: Burriss and Associates are very familiar with our district and different department supervisors. They will always tell us where we need to go but again we have to consider our budget and decide what we can afford to do. We know we are not where we need to be but we have to consider our budget. They are very responsive and will always ask questions.

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: This is a large consulting firm that many large school districts use in our area. There is a lot of value in using a firm that understands our culture. Our school community is very unique and to bring someone in brand new that doesn't understand our positions families and how they work. That could have an adverse effect that this person who asked this question my not anticipate.

What is the name of the consulting firm the school system had used the past 15 years for market analysis that review the job descriptions?

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: The firm we use is Burris, Thompson and Associates.

Are there any extra duty assignments available for educational assistants? We are struggling trying to stay ahead. I don't even have gas to get to work each week if I didn't doordash on the weekends!

Dr. Erica Christmas, Classified Employees and Substitutes Coordinator: Consider we do have positions that vary in hours. If you are part-time consider going full-time. Look at other positions that have more calendar days. If you have schools that have bus duty, consider having a conversation about it with your administrator. Summer school opportunities.

Jeanine Johnson, Chief Human Resources Officer: There are coaching positions including assistant paid positions that may also be an option.

Questions of the Month

Please provide your feedback on proposed budget items.

- Salary compression
- Perm Subs
- CDC employees need more pay!!!!
- 1/2 some of the salaries of people and give back to your assistants! Take care of the people who support your teachers, students and ensure that your schools run smoothly!
- I am extremely glad to see that CMCSS is doing the market analysis for all employees. I think we are all feeling the pinch of rising costs on everything across the board. Which makes it very difficult to keep your head above water when wages aren't following suit with the rising cost in the economy. I'm so grateful for the 5% raise we were given in January to help with the current economic status and look forward to seeing the results from the market analysis & am hoping for a significant raise in July as a result. I'm hoping that the school board/leaders are taking into consideration just how much Bookkeepers do on a daily basis that is in addition to their own job responsibilities.
- With insurance coverage being considered to be part of the employee compensation package, can there be some type of compensation for those of us that don't utilize the CMCSS health/dental/vision benefits?
- Most schools are in desperate need of a Behavior Support Consultant/Team these days. If you are not a title school, there is no funding for these positions. Can this be added to the budget for school that are not title?
- Why is there different pay for Bus Duty afterschool?
- We are a larger school district in the state. I believe classified staff do not get paid as well as some of the larger school districts. I understand the raise everyone received recently, just wondering if that is enough to keep teachers, classified staff for the following school year.