



January Classified Kudos

Employee Group Being Recognized:
Warehouse and Book Processing

Employees Representing Group:

Sheila Mensing

Ray Ruiz

Textbook Processing Manager Textbook Distribution Manager

17 years of service

17 years of service

"The best thing about my job is every day I get to help represent CMCSS by providing customer service support to students, parent, teachers, district staff, publisher representatives, state educational staff and the general public"

- Sheila Mensing

"The best thing about my job is . . . no day is ever the same. There're always new challenges and issues to resolve meaning I am always learning. Each day I am presented with new situations that allow me to take initiative to get things accomplished. I feel the work I do every day makes a difference to the people we live around in our community. I know when I go home that I did something meaningful and important and it is appreciated by others" - Ray Ruiz

CMCSS Newsletter

January 23, 2017

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Director of Schools Search Begins with Stakeholder Feedback

The Tennessee School Boards Association (TSBA), which the Clarksville-Montgomery County Board of Education selected to identify candidates for the next CMCSS Director of Schools, will be hosting feedback sessions with various stakeholder groups on Tuesday. TSBA's Deputy Executive Director Randall Bennett will facilitate conversations with the stakeholders to solicit what criteria should be considered when choosing the next Director. The criteria will be presented to the School Board in early February.

Story continued on next page.

Classified Kudos will be a monthly employee newsletter feature, which was initiated by a Continuous Improvement Team charged with employee recognition. The month's featured group will mirror the Classified Staff Appreciation calendar. The spotlight will focus on one employee representing the group or groups being recognized.

Story from previous page.

Individuals from specific stakeholder groups will be invited in for meetings throughout the day on Tuesday, Feb. 24. An open meeting for employees and community members will be held at 5 p.m. in the Ann Hunter Board Room at Central Services – Gracey Avenue.

Interviews for candidates will be held in early April, with an announcement of the selection in May. Dr. Worthington, who completes his fifth year as Director of Schools at the end of this school year, is retiring after 31 years of service to CMCSS.



2017-18 Aspiring Administrators Academy Call for Applicants

Professional Learning has announced the Aspiring Administrators Academy for the 2017-18 school year to begin this summer. An information meeting for interested individuals will be held Tuesday, Feb. 28, 2017 from 4 – 4:30 p.m. in the Board Room at Central Office. This meeting is open to any certified staff member interested in applying for the Aspiring Administrators Academy who would like more information on the academy, its requirements, and the

application process. Individuals must complete the application packet, which is located at the district website at <http://www.cmcss.net/iso/masterdocs/PRD-F026.pdf>

Basic requirements are as follows:

1. Have a master's degree or be actively working toward a master's degree that will lead toward an Instructional Leader License - Beginning – ILL-B.
2. Hold a valid Tennessee teaching certificate and plan to obtain an ILL-B.
3. Have a minimum of five years of work experience in a paid position as a K-12 teacher.
4. Have participated in a CMCSS sponsored Leadership Academy and/or Aspiring Leaders OR have equivalent experience in leadership fundamentals.
5. Submit a completed Candidate Application.
6. All applicants will participate in an interview to be scheduled following application submission.

Selection to this leadership program will be based on the applicant's ability to meet the Tennessee Instructional Standards for School Leaders as described in the Aspiring Administrators Academy Application Packet for 2017-2018. Completed applications are due by 4:30 p.m., April 3 at the Professional Development Center, 1312 Central Services South, Clarksville. All references are due the April 4 at the same office by 4:30 p.m.

Contact Joshua Mason, Director of Professional Learning at joshua.mason@cmcss.net or Pat Donahue, Professional Learning Facilitator, at pat.donahue@cmcss.net for more information.



Thank you to everyone who donated to the CMC Education Foundation during the 2016 “Dedicated to the Difference” Campaign. We appreciate your dedication to students in your daily work and in your generous giving.

Tax season is upon us so we wanted to provide you with some information on where to get the information you need if you plan to report donations to the CMC Education Foundation when filing your 2016 taxes.

If your gift is a one-time cash or check donation, you should have received an email from Abby Binkley that gives your total donation amount for 2016. Please check your Barracuda Spam account if you did not receive this email.

If you give through payroll deduction, please use your CMCSS pay stubs for each pay period in 2016. You can access these by logging into your

Munis account. Once logged in you will select YTD Information and then select 2016 for the year. Under Deductions you will see EDUC FOUND and your total payroll deduction giving for 2016.

Benefits Update

Two retirement meetings are scheduled for 2017. These meetings are very informative and open to all employees. Anyone who is considering retirement is urged to attend either one of the meetings. Both meetings will be held at the Central Office in the Lecture Hall, on the following dates.

Monday, Jan. 30 at 5:30 p.m.

Wednesday, Feb. 1 at 4:30 p.m.

BlueCross BlueShield Select Network Hospitals

The BlueCross BlueShield Select Network is the network of providers for the medical plan offered by CMCSS. There are many hospitals that participate in the Select network. The hospitals listed below are hospitals in the local area that are in-network providers.

Tennova Healthcare-Clarksville (formerly Gateway)

St. Thomas Midtown (formerly Baptist Hospital in Nashville)

St. Thomas and Vanderbilt in Nashville

Northcrest Medical Center in Springfield

MedFSA

REMINDER to all participants in the MedFSA plan, you have until March 15, 2017 to incur expenses for your 2016 balances. You will then have until March 31, 2017 to submit your claims to Benefits Connection. Any claim received after March 31, 2017 will not be eligible for reimbursement. Remember that you can shop at <https://fsastore.com/> to spend any remaining 2016 funds.

BlueCross BlueShield New Discount Program Offers Members More Products, Services and Savings

BlueCross BlueShield of Tennessee is partnering with the Blue Cross and Blue Shield Association to offer a more enhanced member discount program called Blue365[®]. Beginning this month, members will have access to Blue365's increased savings on national and local health-related products and services. Blue365 will replace BluePerksSM.



Members can access Blue365 deals online or in an optional weekly email. Discounts include:

- Hearing aids and health-related products and supplies
- LASIK eye procedures, contact lenses and other vision products
- Fitness classes, events and tracking devices
- Healthy baby products
- Online cooking classes and recipes
- National nutrition programs like Jenny Craig

FitnessBlueSM

With Blue365, members can still sign up for FitnessBlue, our popular discounted gym membership program. Once they sign up, they get:

- Access to more than 9,000 fitness locations nationwide
- No annual commitment
- One-time \$29 enrollment fee and a low \$29 per month cost (per member, plus applicable taxes)

To learn more you may visit www.Blue365deals.com, email Blue365 at support@blue365deals.com or call (855) 511-2583.

Benefits Office is open Monday through Friday 7:30am to 4:30pm

Donna McIntosh – donna.mcintosh@cmcss.net

Amy Wigington – amy.wigington@cmcss.net

Faye Tryon – faye.tryon@cmcss.net



Onsite Update

We are excited to start the New Year off with a few changes! Please see the following:

Full-time providers at Onsite are Kelly Foley, Mandy Childers, Ashley Hunt, and Danna Svanberg. One provider will be at satellite clinics, daily, while the remainder will be at the Main Clinic locations. Please see the Satellite Clinic listing below:

Satellite Clinic updates:

Monday- Operations (Ashley Hunt, NP)
Tuesday- Kenwood (Danna Svanberg, NP)
Wednesday- Northwest (Danna Svanberg, NP)
Thursday- Montgomery Central (Kelly Foley, PA)
Friday- Northeast (Danna Svanberg, NP)

Please call to schedule your next appointment 931-906-2001. For next day appointments or later, online scheduling is available at <http://www.genbook.com/bookings/slot/reservation/30021150>.

Onsite appreciates all the support and continuous feedback from their patients.



Click here to read about the 2nd Annual Indoor Triathlon:
<https://newsletters.cmcss.net/Documents/86>



Alive & Well Hold the Stuffing Challenge

During the holiday season, CMCSS and Montgomery County employees were challenged to gain less than two pounds or maintain their weight. Employees first weighed-in before Thanksgiving and weighed-in again in January. Over 270 people succeeded in the challenge. Thank you to those of you who participated in the challenge!

Recommendations for District Improvements

To submit recommendations for district improvements, please go to Questions & Comments at the bottom of the district website or visit this link: <http://www.cmcss.net/helpfullinks/feedback.aspx>.

District Documents

All district documents can be searched for at <http://www.cmcss.net/forms.aspx>. To request updates to documents, please email April Sparks at april.sparks@cmcss.net.

Remember, the online version of any document is the official version.

Below are policy updates:

Policy Number	Policy Name	Revision	Revision Date
OPS-A015	Emergency School Radio Use Policy	IR	12/5/2016
BUS-A001	Community Use of School Facilities	E	1/3/2017
CHN-A001	Child Nutrition	I	1/9/2017
INS-A075	Suicide Prevention	A	1/16/2017
HUM-A021	Leave Due to Inclement Weather and other Emergencies	G	1/16/2017

Positive Feedback

Have you seen something positive around the district? Please tell us! You can report any comments or positive experiences at www.cmcss.net/helpfullinks/feedback.aspx.

Amazing Employees

Department Commented On: Operations (Maintenance)

Submitted by: Timothy Schmittou

I would just like to let it be known that Mark and Buddy (my tradesmen who work for Kevin Scott) have done an excellent job at Barksdale. They have been highly professional, and they take great pride in doing their job well. Moreover, they have really helped us maintain this place; and they have gone beyond their duty at times to do it. They have put new carpet in our office, including both principals. They have installed new carpet in Stephanie's office. They have pressure sprayed all three of our portables making them clean and white. They have cleaned/pressure sprayed our picnic area patio. They have painted outside the building. They have painted our washroom ceiling, which was in bad shape and had to be prepared to paint. They fixed Mrs. Harris' wall to make sure the paint would look good. Mark helped me roll Mrs. Harris' wall, and he gave me a nice trim brush. Mine had ruined. This does not even come close to including all the work orders they have completed in the building, and I think their efforts should be noted. Thank you.

Department Commented On: Operations (Maintenance)

Submitted by: Jana Wilkinson

Just wanted to give some praises to our maintenance guys Buddy Suiter and Mark Shively for always taking great care of us at Moore Magnet. We are so lucky to have them!

Department Commented On: Instruction (Northeast High School, Guidance)

Submitted by: Jennifer Tilden

Registrar Debbie Cunningham at Northeast High is amazing! There were plenty of challenges with getting semester grades verified and correct due to the new PowerSchool updates. She worked so hard, barely getting lunch some days, trying to get everything to her usual standard of perfection. Despite the stress and pressure she was under, Debbie was always so polite and helpful, not getting (or at least not showing it!) frustrated even when mistakes were our own fault. Students were able to get their report cards on time thanks to her hard work and dedication. Kudos also to Monica Armstrong, part-time Guidance Secretary. Despite being short-handed in Guidance, due to one counselor out on Medical Leave and another position that had just been filled, she was able with Debbie Cunningham's help to get students' EOC scores and accompanying information collated and ready to go home with report cards. This important work took many tedious hours, but that dedication did not go unnoticed.

UNITED WAY CAMPAIGN

It's almost time for our annual United Way campaign and we need your help to make it the best one yet! Beginning February 21st, you will have the opportunity to join in a community-wide effort to help ensure that our kids and their families have every opportunity to lead successful lives. When you give to United Way, you are investing in *our* community and 28 local agency programs that fight for the health, education and financial stability of every person. Be on the lookout for more information about how your dollars positively impact our community, as well as upcoming campaign activities.

Start your impact here! We encourage you to take a better look at some of the most concerning issues that some of our kids and their families face daily. CMCSS family member and current United Way GCR President, Norm Brumblay, is even featured in this year's video!

Video link <http://liveunitedclarksville.org/united-way-2016-2017-campaign-video/>



Find out how United Way dollars help people like Mark and Cecily find the best support for their child's behavioral issues and taught them how to use positive alternative disciplinary actions. Helping our families at home helps our students in the classroom.

Story link <http://liveunitedclarksville.org/mark-and-cecily-story-2/>