



CMCSS Newsletter

April 24, 2017

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Director of Schools Search

The Clarksville-Montgomery County School Board continues its search for a new Director of Schools to replace Dr. B.J. Worthington, who is retiring at the end of this school year. The School Board will review applicants' information in early May and determine which candidates it will invite for interviews. Interviews are tentatively scheduled for the week of May 15.

Teacher Job Fair Held at Central Services South

The Human Resources Department held an on-site teacher job fair with 299 teacher candidates pre-registered.

Contracts were offered to 37, while many others are in process. Due to unprecedented community growth and normal turnover, CMCSS anticipates the need to hire 400 teachers for the next school year.



Benefits Update

Frequently Asked Questions About Insurance

When is open enrollment?

Open enrollment for Blue Cross Medical/Dental and the Vision Service Plan is during August and September of each year. Open enrollment for Colonial Supplemental Insurance and MedFSA/DCAP is typically during November of each year. The exact dates will be communicated prior to the enrollment period.

When can I add an eligible dependent to my plan?

Eligible dependents may be added during open enrollments or within 30 days of a change in status (marriage, birth, adoption, loss of other coverage).

When can I delete a dependent from my plan?

A dependent may be deleted at any time by sending a completed Delete Dependent Form (BEN-F006) to the Benefits Office. Remember, in case of divorce, your spouse is no longer considered an eligible dependent and must be removed from your plan.

What is my deductible?

The medical deductible is \$350 per family member, with a maximum of \$875 per family. The prescription deductible is \$75 for brand name medications. You begin to meet a new deductible on January 1 of each year.

How do I find an in-network provider?

You can find an in-network provider by going to the Blue Cross Blue Shield website ([http:// www.bcbst.com](http://www.bcbst.com)) or call the Member Services number on the back of your Blue Cross insurance card.

Made Any Changes? Have Any Changes Coming Up Over the Summer?

If you're moving, changing your name, or doing anything that affects your personal information, be sure to let Human Resources know.

If you're adding a spouse or new baby, or making any changes to your insurance, contact the Benefits Office. Remember that changes to your insurance coverage due to a status change must be made within 30 days of the event.

If you need to update your beneficiary forms, please contact the Benefits Office.

Reminder...Save Money, Use In-Network Providers!

Hospitals that are in the SELECT (S) Network include Tennova Healthcare-Clarksville (formerly Gateway), Vanderbilt, St. Thomas, St. Thomas Midtown (formerly Baptist) in Nashville, and Northcrest Medical Center in Springfield. Please remember that Centennial, Skyline, SouthernHills and Summit Medical Center are among the hospitals that ARE NOT in the Select Network and therefore will result in a much larger out of pocket cost to you.

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

Retirement Celebrations

If you have a retirement celebration event to publicize, please send the information to elise.shelton@cmcss.net. Employee newsletter deadline dates for the remainder of the school year are May 3 for May 8 publication, and May 17 for May 22 publication.

- Rubye Garrett and Donita Piper, Sunday, May 7 from 3 – 5 p.m. at West Creek Elementary
- Lee Ellen Beach and Andrea Ewald, Thursday, May 11 from 2:45 p.m. to 3:45 p.m. in the Rossvie High School Library
- Montgomery Central Elementary Principal Nancy Grant, Sunday, May 21 from 2 – 5 p.m. at Wilma Rudolph Event Center at Liberty Park•
- Kenwood High Principal Hal Bedell, 1st Sgt. Mitchell Ketchens, Edward Coleman CW3 (Ret.), and Rebecca Crowe will be Thursday May 25 at 1:30 at Kenwood High School

Call for Applications – 2017-18 Introduction to Leadership Course

The application process is open for the 2017-18 Introduction to Leadership Course. This program is designed to provide essential leadership training to select Certified and Classified employees who have demonstrated interest and aptitude for broadening their leadership skills. The program covers a broad range of leadership topics to include personal leadership, interpersonal communication, team development skills, organizational change, and facilitative leadership. This year 50 applicants will be accepted on a first-come, first served basis with 10 held for Operations lead personnel for whom this is training is required. The link to the application is as follows: <http://www.cmcss.net/documents/profdev/201718leadershipapplication.pdf>

Links to the applications (which are the same) may also be found on the CMCSS under the Faculty & Staff Tab, Professional Development: Classified Staff or Teachers:

Classified: <http://www.cmcss.net/faculty/developmentclass.aspx>



Director of Schools Dr. B. J. Worthington, Chief Operations Officer Jim Sumrell and County Mayor Jim Durrett spoke last week to those interested in the community's growth impact on schools..

After already implementing the following options: move self-contained programs to schools with capacity; open enrollment for schools with capacity; add portables; and, rezone; the only remaining options would be to expand existing schools and/or construct new schools.

The School Board voted to support an expansions of Northeast Middle and High Schools, Minglewood and Barkers Mill. The request will be considered by the Montgomery County Commission next month.

On the Job Injury Program Information

Effective January 1, 2006, and pursuant to Tennessee Code Annotated §50-6-106(16), CMCSS elected not to participate in the Tennessee Workers Compensation law and instead implement and administer an On-the-Job Injury (“OJI”) Program. The purpose of this program is to provide uniform procedures for the reporting, medical treatment, and compensation of work related injuries or illnesses for eligible employees. The positive outcomes are results of the program change, self-administration, and aggressive return to work program.

The Safety & Health Department would like to congratulate the following locations that did not have any injuries for the 2015-2016 and 2016-2017 school years!

2015-2016 Locations	2016-2017 Locations
Barksdale Elementary	Cumberland Heights Elementary
Carmel Elementary	Montgomery Central Elementary
East Montgomery Elementary	Moore Magnet Elementary
Glenellen Elementary	Oakland Elementary
Oakland Elementary	Sango Elementary
St. Bethlehem Elementary	Kenwood Middle
Alternative School	Montgomery Central Middle
Central Services South	New Providence Middle
	Clarksville High
	Kenwood High
	Northeast High
	Central Office- Gracey
	Central Services South
	Middle College

In the **2015-2016** school year, there were 136 injuries, **25.7%** were from slips, trips, and falls. So far for the **2016-2017** school year, there has been 137 injuries, **29%** from slips, trips, and falls. Always be aware of your surroundings throughout your day.

Please see the below link for the Top 10 Safety tips.

<http://www.lifehack.org/455310/top-10-workplace-safety-tips-every-employee-should-know>

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
SLT-G001	CMCSS Frequently Used Acronyms	B	4/17/2017
PRD-A002	Induction for Newly Hired Teachers	IR	4/17/2017
BUS-A003	Student Fees, Fines, and Charges	E	4/17/2017
BUS-A005	School Support Organizations	B	4/17/2017
HUM-A043	Certified Employee Testing, Training, and Tuition Reimbursement	F	4/17/2017

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.

Department Complimented: Operations (Maintenance)

Submitted by: Beatrix Murphy

A big shout out of thanks to Stan, an electrician from the maintenance section of the Operations Department. He recently was working at Rossview Elementary. On his way out, he stopped by our book fair to leave \$20 for kids who might be a little short on cash when buying a book. His motto: "You can't learn if you can't read". He made a few kids really happy this week!

Department Complimented: Technology

Submitted by: Carol Mince

I would like to thank Scott Patterson, the Desktop Support Tech at MCHS. Scott is always willing to help when there is any problem with our computer technology. Yesterday, the social studies department was having a problem and losing instructional time with our students. We contacted Scott and he was down to the room in two minutes. He had the problem solved in less than a minute. He is always nice and willing to answer any question or concern we have. We are fortunate to have Scott in the building!