



CMCSS Newsletter

May Classified Kudos

Employee Group Being Recognized: **Child Nutrition**

Employee Representing Group: **Chitar McGinnis**

Time of Service to CMCSS: **20 years**

Primary Job Responsibility: In addition to the Oakland Cafeteria, where she currently is located, Chitar has worked in several cafeterias throughout the years. She provides outstanding customer service to the students daily greeting them with a smile, encouraging them to try new items, and providing eye appealing nutritious meals for them to enjoy.

"I love my job and I am dedicated to my work. I give it my all even when my husband got sick. He is now paralyzed.

I had to go part time with my job. I still come to work with a smile on my face every day."

May 8, 2017

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Director of Schools Search Update

The Clarksville-Montgomery County School Board interviewed seven candidates last week for a new Director of Schools, replacing Dr. B.J. Worthington who is retiring at the end of this school year. The School Board narrowed the list to the following finalists who will spend time at schools and in the community: Dr. Bryan Johnson, Dr. Aimee Wyatt, Millard House and Dr. Kathleen Howe. A schedule will be published on the www.cmcss.net homepage so that stakeholders have the opportunity to hear from the finalists directly. To read their full dossiers, click here:

Dr. Aimee Wyatt: <https://newsletters.cmcss.net/Documents/117>

Dr. Bryan Johnson: <https://newsletters.cmcss.net/Documents/118>

Mr. Millard House: <https://newsletters.cmcss.net/Documents/119>

Dr. Kathleen Howe: <https://newsletters.cmcss.net/Documents/120>

***Classified Kudos** is 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.*

Benefits Update

We have been fortunate to have five years with no health insurance premium increases and two months with a “holiday” premium; however, the Insurance Trust has determined that a 6 percent increase in the premium would be needed due to the increase in medical and prescription claim costs. Although the medical premium is increasing by 6 percent, employees will still have a positive gain in their salaries with the 4 percent Cost of Living Allowance (COLA) and 2 percent step increase for eligible employees should the proposed budget pass. Employees’ premiums reflect only 15 to 25 percent of the total medical premium; the Board of Education pays the remaining portion of the premium, equaling a 75 to 85 percent contribution. Employees received an e-mail on April 24 announcing this increase and were also provided the new premium rates, which will take effect Sept. 1, 2017.

Bi-weekly Employees Hired before July 1, 2016 Medical Premiums beginning with the August 31st payroll (premium deducted 20 times a year)

Type of Coverage	New Premium Employees working 7.5 to 8 hours per day (85% employer contribution)		New Premium Employees working 7 hours per day (80% employer contribution)		New Premium Employees working 6.5 hours or less per day (75% employer contribution)	
	Employee	Employer	Employee	Employer	Employee	Employer
Single	\$55.38	\$313.79	\$73.83	\$295.34	\$92.29	\$276.88
2-Party	\$108.57	\$615.24	\$144.76	\$579.05	\$180.95	\$542.86
Family	\$130.00	\$736.67	\$173.33	\$693.34	\$216.67	\$650.00

Bi-weekly Employees Hired after July 1, 2016 Medical Premiums beginning with the August 31st payroll (premium deducted 20 times a year)

Type of Coverage	New Premium Employees working 7 to 8 hours per day (80% employer contribution)		New Premium Employees working 6.5 hours or less per day (75% employer contribution)	
	Employee	Employer	Employee	Employer
Single	\$73.38	\$295.34	\$92.29	\$276.88
2-Party	\$144.76	\$579.05	\$180.95	\$542.86
Family	\$173.33	\$693.34	\$216.67	\$650.00

Certified/Administrators Hired before July 1, 2016 Certified Medical Monthly Premium beginning with the September 5th payroll, Administrator Medical Monthly Premium beginning with the August 31st payroll (premium deducted 10 times a year)

Type of Coverage	Employee Premium	BOE Contribution 85%
Single	\$110.75	\$627.59
2-Party	\$217.14	\$1230.48
Family	\$260.00	\$1473.34

Benefits Update Continued

Certified/Administrators Hired after July 1, 2016 Certified Medical Monthly Premium beginning with the September 5th payroll, Administrator Medical Monthly Premium beginning with the August 31st payroll (premium deducted 10 times a year)

Type of Coverage	Employee Premium	BOE Contribution 80%
Single	\$147.67	\$590.67
2-Party	\$289.52	\$1158.10
Family	\$346.67	\$1386.67

Health Care Dependent Audit

We are all aware of how important it is to have adequate health care coverage. We also know how expensive paying for healthcare can be. What you may not know is that Clarksville-Montgomery County School System (CMCSS) is self-insured, which means health care claims are funded by CMCSS, not an outside insurance company.

If you are currently enrolled in two-party or family medical through CMCSS / Blue Cross Blue Shield of TN, you will be receiving a communication packet from Consova during the next week. Please take time to provide the requested documentation as this is necessary in order to maintain the stability of our plan.

As a reminder, eligible dependents include:

- 1) Your legally married spouse (legally separated or divorced spouses are not eligible for coverage)
- 2) Children who are under age 26 and are:
 - A) Your natural child, legally adopted child, or child in the process of being adopted;
 - B) Stepchild;
 - C) A child whom you have legal guardianship of; or
 - D) A child who is the subject of a Qualified Medical Child Support Order (QMCSO) issued to you.

Also, please note that if you are enrolled in single medical, no action is required by you and you will not receive any correspondence from Consova.

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.

Benefits Office is open Monday through Friday 7:30 a.m. to 4:30 p.m.

Donna McIntosh – donna.mcintosh@cmcss.net

Amy Wigington – amy.wigington@cmcss.net

Faye Tryon – faye.tryon@cmcss.net



Onsite News

During the last year, the Onsite Clinic has seen tremendous growth in our patient numbers. We have increased our patient visits by over 40% from last year. Because of this increase, beginning May 1, 2017 we have had exciting changes for Onsite Clinic Program. These changes are to enhance the patient experience and increase access to medical care.

The Onsite clinic is happy to announce that we have extended our hours and our locations. Beginning May 1, 2017, the main Onsite clinic location in Veteran's Plaza is now open 7 a.m.-5:30 p.m. on Mondays through Fridays. On Saturdays, the main clinic location will be open from 8am-5pm. The phones are answered at 6:30 a.m. Mondays-Fridays and at 7:30 a.m. on Saturdays.

Also, there are two satellite clinics open daily through the week. The satellite clinic hours are Mondays through Fridays from 8 a.m.-4:30 p.m. The schedule of the clinics that are as follows:

- Northeast: open Mondays, Wednesdays, Fridays
- Sango (Operations): open Mondays, Wednesdays, Fridays
- Northwest: open Tuesdays and Thursdays
- Kenwood: open Tuesdays
- Montgomery Central: open Thursdays

Sharla Smith has accepted the position of the Onsite Clinic Manager. She was part of the team that helped start Onsite Employee Health and Wellness 10 years ago, and she is excited to rejoin the team and help in continuing to enhance the Patient-Provider relationship through our Onsite clinic. Please contact Sharla at 931-906-2001 with any comments or concerns.



2nd Annual Spring Kickball Classic Winners!

Congratulations to The Millers from Barkers Mill Elementary School for winning the 2nd Annual Spring Kickball Classic held on April 29! Hazelwood Elementary took 2nd place after putting up a great fight against Barkers Mill. West Creek High School and Ringgold Elementary took 3rd place. Thank you to all 18 teams that participated in this year's spring tournament! Be sure to look for information regarding the 2nd Annual Fall Kickball Classic in September.

Watch this video by Lisa Kemmer!

<https://www.youtube.com/watch?v=P5nFA5WSnfo&feature=youtu.be>

Photos: <https://www.dropbox.com/sh/9ghakanlhgsedv2/AAAZcHzJTBBecVpVjimFNmYsa?dl=0>

Summer 2017 Couples Weight Management

Shed a couple pounds with double the determination! Join us in June & July for six weeks of couples weight management classes led by Registered Dietitian, Katie Massman. The program will include six weekly classes on the basics of weight management, building an exercise routine, meal planning, food swaps and substitutions, grocery shopping, and intuitive eating. It will also include three nutrition counseling sessions at the Onsite Clinic. For more information, contact Katie Massman at katie.massman@cmcss.net.

Click here for more information: <https://newsletters.cmcss.net/Documents/121>

Alive & Well Pop-Ups

What is an Alive & Well Pop-up?

It's a "spontaneous" group exercise-related event, such as hiking, walking, running, biking, etc.! Join the Facebook group, Alive & Well Pop-Ups, to receive notification when these events are happening. There will be a one or two day notice for each event. This is a great way to exercise with others who can help keep you motivated!

Retirement Celebrations

If you have a retirement celebration event to publicize, please send the information to elise.shelton@cmcss.net. The Employee Newsletter deadline date for the remainder of the school year is May 17 for May 22 publication.

Rubye Garrett and Donita Piper, Sunday, May 7 from 3 – 5 p.m. at West Creek Elementary

Leah Luck and Lynne Wilson on Tuesday, May 9, from 2:30-4:30 p.m. in the Richview Middle School library.

Lara Weignandt, May 9 at 3:30 p.m., Northeast Elementary.

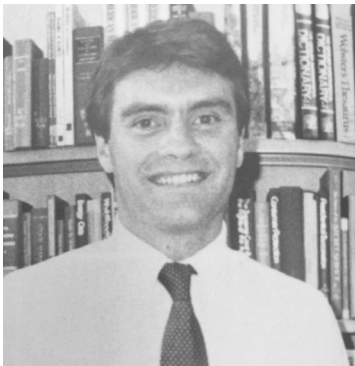
Pamela Moses on Thursday, May 18 from 4-6 p.m. at Sango Elementary. RSVP to Karen.Smith@cmcss.net

Montgomery Central Elementary Principal Nancy Grant, Sunday, May 21 from 2 – 5 p.m. at Wilma Rudolph Event Center at Liberty Park.

Clara Patterson on Wednesday, May 24 from 12:45 to 2 p.m. at Barkers Mill

Kenwood High Principal Hal Bedell, 1st Sgt Mitchell Ketchens, Edward Coleman CW3 (Ret.), and Rebecca Crowe will be Thursday May 25 at 1:30 p.m. at Kenwood High School.

Director of Schools Dr. B.J. Worthington:



Billy Worthington 1986



Dr. B.J. Worthington 2017

Thursday, June 1, 2017
4:00 to 7:00 p.m.
Central Services South, 1312 Highway 48/13

Please join us in celebrating Dr. B.J. Worthington as he retires after 31 years in the Clarksville-Montgomery County School System.

Dr. Worthington has had such a positive impact on the lives of CMCSS students, families and staff, and he has been a Difference Maker for so many. His dedicated service as Director of Schools for these past five years has brought enormous success to CMCSS.

A formal program will begin at 5:00 p.m. Attendees are invited to write down a shared memory or thought about Dr. Worthington beforehand or at the event.

Making the difference for 31 years

