



Employee Newsletter

May 20, 2019

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CMCSS and APSU Partner on Innovative Three-Year Residency and Degree Program

In 1975, 22 percent of all college students dreamed of becoming teachers. Forty-four years later, that number has plummeted to about 4 percent, prompting the CBS Evening News to recently label the national teacher shortage “an education crisis.”

Officials with the Clarksville-Montgomery County School System and the Austin Peay State University Eriksson College of Education have kept a close eye on the growing crisis, and the two organizations recently formed an innovative partnership to train and keep teachers in this community.

“We have been looking at different teacher pipelines to get teachers in the school system, and growing our own was a natural place to go,” Millard House II, CMCSS Director of Schools, said.

Earlier this spring, the school system and APSU launched the Early Learning Teacher Residence program, which will provide 20 recent high school graduates and 20 CMCSS teacher’s aides with an accelerated, free path to become full-time school system teachers in just three years. The program specifically targets minority and first-generation college students, increasing diversity both within the school system and at Austin Peay.

Story continued on next page.

Innovative Three-Year Residency and Degree Program Cont.

“The idea is to put them into five of our lower socioeconomic elementary schools, in a lower grade, where they will be mentored by some of the most exemplary teachers we have,” Dr. Sean Impeartrice, CMCSS chief academic officer, said. “The whole idea of the residency is not providing them one year of student teaching but three years of learning their craft from the very best.”

These students, known as residents, primarily will be placed in kindergarten through second grade classrooms with a smaller number going to third through fifth grade, where they will help expert instructors teach and lesson plan. These “expert” teachers will receive an additional stipend for mentoring the residents.

“The residents will learn all aspects of the job, and the teachers and multi-classroom leaders will get extra hands to help out,” Impeartrice said. “It’s a three-year accelerated program, and in the fourth year, they’ll become a teacher. They’ll be hired. They’ll be guaranteed a job.”

While the students are working as residents in five local elementary schools, they’ll pursue a Bachelor of Science degree in education through a newly tailored program at Austin Peay.

“We’ve taken our four-year program and condensed it to three as part of this program,” Dr. Lisa Barron, director of Teacher Education and Partnerships at APSU, said. “This cohort will do two eight-week sessions each semester, and when they graduate in three years, they’ll be licensed as a K-5 teacher with a special education endorsement.”

The University and the school system will cover the students’ tuition, and the Clarksville-Montgomery County Education Association will pay for a portion of their books.

“We are fortunate to have such a great partner like CMCSS to work on common problems in the field,” Dr. Prentice Chandler, dean of the Eriksson College of Education, said. “The ELTR program addresses both teacher diversity and workforce pipeline issues, problems that impact teacher education nationally. This is what you get when an excellent school district and an excellent university get together to solve problems. We are better together.”

At 2 p.m. on May 24, both CMCSS and APSU will host a signing day event for this first cohort in Austin Peay’s Morgan University Center. The media is invited to attend this event.

Alive & Well Update

Be Alive April Winners

Congrats to the following Be Alive Points Program participants for earning the most points in April! Each will be receiving a \$50 gift card.

They include: Amy Brown, Romona Hunt, Dawn Sturdivant, Brandon Cooper, Ruth Baggett, Vinnie Jones, Caralee Harrison, Gretchan Larson, Allison Miller, Terry Adams, Robert Nylin, Erin Purdy, Jennifer Tilden, Indy Miller, Carole Spurgeon

Be Alive End-of-Year Winners:

Congrats to all the Be Alive Points Program End-of-Year Winners! Each winning participant reached over 300 points! The following are the Top 10 who earned the most points overall:

Melinda Robinson, Dianne Edlin, Serena Kerr, Megan Clegg, Nicole Coleman, Beatrix Murphy, Kaye Byard, Patricia Stamps, Dulce Powell, Rachel Hamrick Kennedy

Be Alive Summer Session 2019:

Enrollment is now open for the Be Alive Summer Session 2019 at <https://bealive.cmcss.net>. If you have been a Be Alive participant previously, log-in to your Be Alive portal to automatically register yourself for the summer session. If you have not been a past participant, click the “enroll now” button on the portal homepage. The summer session will begin June 1 and end July 31. Those who have 50 points will be entered into a drawing for prizes.

Aspiring Administrators Academy

The Aspiring Administrators Academy cohort completed their coursework and graduated on May 9. Please congratulate the following graduates:

Kay Baird, RoMS
Jamie Best, RoMS
Chassie Combs, MCMS
Kim Flint, NEES
Amy Glenn, RoHS
Charlsie Gordian, NPMS
Jason Greene, RoHS
LaChanda Hawkins, KMS
Pam Johnson, WES
Rene Keesler, BURT
Taylor Massie, NPMS
Natasha Minor, BMES
Kelly Parker, NWHS
Beth Pounds, NPMS
Josh Stoeckl, WCHS
Jonathan Stoll, NPMS
Lauren Sutherland, RoHS
Shanacia Thomasson, MWES



First Teacher Leader Academy Cohort Graduation

The inaugural Teacher Leader Academy cohort completed their coursework and graduated on May 7. For pictures of the event, click [here](#). Please congratulate the following graduates:

Joyce Bates, CES
Christina Campbell, SES
Victoria Chandler, RES
Michelle Cook, OES
Dana Dennis, CHES
Amanda Fambrough, BES
Elizabeth Gaskill, CHES
Sarah Green, PES
Kelly Hall, PES

Devon Jones, MES
Jennifer Kerr, BES
Kathy Melton, SES
Scott Monteiro, WCMS
Madeline Porter, KHS
Kathleen Quinnan, EMES
Margaret Thompson, MCMS
Lora Waters, MCES
Jamie Zambrano-Menard, CHES

Benefits Update

The members of the Clarksville Montgomery County Employees Insurance Trust (CMCEIT) have determined that a 2.5 percent increase in the medical premium is needed due to the growth in medical and prescription claim costs. Employees' premiums reflect only 15 to 25 percent of the total medical premium with the Board of Education paying the remaining portion of the premium, equaling a 75 to 85 percent contribution. The new premium rates will take effect Sept. 1, 2019.

Benefits Update Cont.

Bi-Weekly Employees Hired before July 1, 2016 Medical Premiums beginning with the August 29th 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	\$ 61.87	\$350.59	\$ 82.49	\$329.97	\$103.12	\$309.34
2-Party	\$121.30	\$687.38	\$161.74	\$646.94	\$202.17	\$606.51
Family	\$145.24	\$823.05	\$193.66	\$774.63	\$242.07	\$726.22

Bi-Weekly Employees Hired after July 1, 2016 Medical Premiums beginning with the August 29th 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	\$ 82.49	\$329.97	\$103.12	\$309.34
2-Party	\$161.74	\$646.94	\$202.17	\$606.51
Family	\$193.66	\$774.63	\$242.07	\$726.22

Certified/Administrator Medical Monthly Premium beginning with the September 5th payroll, Administrator Medical Monthly Premium beginning with the August 30th payroll (premium deducted 10 times a year)

Type of Coverage	New Employee Premium	BOE Contribution 85%
Single	\$123.74	\$ 701.17
2-Party	\$242.61	\$1374.75
Family	\$290.49	\$1646.08

Certified Medical Monthly Premium beginning with the September 5th payroll, Administrator Medical Monthly Premium beginning with the August 30th payroll (premium deducted 10 times a year)

Type of Coverage	New Employee Premium	BOE Contribution 80%
Single	\$164.98	\$ 659.93
2-Party	\$323.47	\$1293.89
Family	\$387.32	\$1549.25

The Benefits Office is open Monday - 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

Continuous Improvement

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: <https://www.cmcss.net/feedback/>.

District Documents

All district documents can be searched for at <https://www.cmcss.net/documents-search/>.

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.

POLICY #	TITLE	REV.	DATE APPROVED
HUM-A087	Extra Curricular Supplements	A	4/8/2019
HUM-A030	Release of School Personnel or Students Due to Death of Employee or Student	B	4/8/2019
PAY-A001	Payday Policy	C	4/8/2019
HEA-A010	Admission Requirements	N	4/8/2019
OPS-A018	Lead Prevention	A	4/15/2019
OPS-A019	Custodial Hours During Non-student Days	IR	4/29/2019
HUM-A017	Leave for Advance Educational Study	H	4/22/2019
HUM-A083	Determining Administrator Salaries	B	5/6/2019

Positive Happenings in CMCSS

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

Department or Section Complimented: Instruction (Assessment)

We all know Karl Bittinger to be an incredibly talented mathematician and member of the assessment team. Karl was kind enough to carve out time to teach me a 'trick' he no doubt finds to be second nature, but was truly life changing for me! I am appreciative of his superb talent, but am even more grateful for his willingness to share his knowledge in such a patient and gracious manner. Karl is a difference maker!

Department or Section Complimented: Operations (Building Maintenance)

I would like to extend a big shout out to Will and Ty from the HVAC department for fixing the AC unit for my computer lab in a very timely manner. They had it fixed in one day and they were able to complete the fix with very little disruption to student learning. Thanks guys!

Department or Section Complimented: Special Populations

Sara Pendleton, Kristina Masibo-Roling, Rebecca Britt, and Taylia Griffith from the Special Populations Department have been invaluable to us this year. I appreciate the way they are always willing to give support and have assisted with several continually difficult situations this year. You ladies rock!

Continuous Improvement Cont.

Department or Section Complimented: Operations (Vehicle Maintenance)

NEES would like to thank Mr. Ricky Phillips for removing a swarm of bees from our front entrance before school dismissal. Mr. Phillips was safe and punctual to help our students. Dismissal was a real world science learning experience for our Eagle parents, students, and faculty. E-mail Lisa Kemmer for a link to the 4 minute bee video. Our students continue to discuss the quietest BEE bus dismissal in Eagle history! Thank you Mr. Phillips.

Department or Section Complimented: Technology

The middle and high school counselors would like to send a huge thank you to Richard Murray. His assistance when we are working on PowerScheduler is invaluable.

Questions and Feedback

To submit questions, feedback, and recommendations for district improvements, please go to Questions & Feedback under Helpful Links on the district website or visit this link:

<https://www.cmcss.net/feedback/>. You may also email questions@cmcss.net.

Prepped for Success

Over 10,000 students in the Clarksville-Montgomery County School System are considered economically disadvantaged. That is almost 30% of the 35,500+ students in the school system. To help educators close the achievement gap, it is crucial for the community to rally together to improve equity and ensure all students have the resources they need to be prepped for success. With this mission, the United Way of the Greater Clarksville Region, the Clarksville-Montgomery County Education Foundation, and the Clarksville-Montgomery County School System are partnering together for the inaugural Prepped for Success campaign. Prepped for Success is a large-scale, community-wide effort to provide students with essential school supplies so they can start the 2019-2020 school year on the same page as their peers.

To donate, visit <https://app.mobilecause.com/form/uO9glw>

To volunteer, visit https://uwgcr.galaxydigital.com/need/detail/?need_id=425601

PREPPED for SUCCESS

