

AUGUST 2020 | ISSUE NO. 1



District Newsletter

Director's Message

RISE UP, WE ARE DIFFERENCE MAKERS.

Be present. Be consistent. Be patient.

Whether you've been in education for 30 years or this is your first, this year will be a new experience for all of us. No one could have predicted a school year with so many unprecedented challenges, but, as one united group of over 5,000 employees, we will continue to educate and empower our over 37,000 students to reach their potential. As we begin our journey down this uncharted path, please remember these truths:

Be present. Today is what we have been given. Take the time to appreciate your surroundings and know that your CMCSS family appreciates your dedication. Encourage each other. Support your team. Be present in the moment and embrace the challenges together.

Be consistent. In a world of uncertainty, our students are desperate for something familiar. Be that consistency in their life. Your joy, warmth, and passion for their futures will help calm the anxieties our children are facing today.

Be patient. There are more questions than answers these days. However, district leaders are committed to finding solutions that work for our students and employees. Continue to bring your questions and concerns to supervisors and district leaders. Your feedback is important as we move forward together.

Join me as we rise to the challenges of the 2020-21 school year. We are here to make a difference. Together, we will.



PREPARING FOR

Back to School

With the official start of school a week away, it may feel overwhelming how much still needs to be accomplished. However, one thing is certain:

We are all in this together.

District and school leaders are committed to answering questions and solving the challenges of this unprecedented school year. CMCSS faculty and staff play a critical role as we all prepare for the upcoming academic year. Here's a few ways you can ensure a smooth transition.

First, if you're not currently receiving updates via phone from the district, it's time to update your contact information.

Visit Employee Self-Service in the Employee Portal (ClassLink). Find "Personal Information" on the menu to the right then "Contact" on the top left to view and update your info.

Second, communicate regularly with your supervisor. All employees are expected to self-screen for COVID-19 symptoms. If you or someone in your home is experiencing COVID-19 related symptoms, notify your supervisor immediately.

Finally, watch out for those around you. This is an anxious and uncertain time. Kind words, encouragement, and positive attitudes go a long way as we face this uncharted territory.

What is the Families First Coronavirus Response Act (FFCRA)

JEANINE JOHNSON, CHRO

The Families First Coronavirus Response Act (FFCRA) is a federal mandate which provides paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions apply through December 31, 2020.

In general, full time employees are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see right). Part time employees are eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

QUALIFYING REASON FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19
2. has been advised by a health care provider to self-quarantine related to COVID-19
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)
5. is caring for his/her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons.
6. is experiencing any other substantially-similar condition specified by the US Department of Health and Human Services.





Open Enrollment

OPEN ENROLLMENT NOW THROUGH OCT. 1 FOR MEDICAL, DENTAL, AND VISION PLANS

The last day to enroll or make changes to coverage is October 1, 2020. If you are adding a spouse to any plan, you will need to provide a copy of your marriage certificate.

Sick Leave Bank enrollment began August 1. The last day to enroll is October 31.

Open enrollment for Colonial Supplemental Insurance and the Medical Flexible Spending/Dependent Care plan will be in November. Specific dates will be set later.

BCBS subscribers can now add their member ID card to their Apple Wallet.

As of June 23, 2020, BCBS subscribers using Apple mobile devices and the myBlueTNSM app can add a digital Member ID card to their Apple Wallet.

By integrating the Member ID card with the Apple Wallet, you can present the card more quickly to providers when receiving care and also share it with others in your contact list—for example, a grandparent, babysitter or another caretaker getting care for a minor.

You may add your ID card to your Apple Wallet by viewing the card in myBlueTN and tapping the button that says “Add to Apple Wallet.” If you don’t have the myBlueTN app you may download it free from the App Store®.



Need to Update Your Information?

THE HUMAN RESOURCES TEAM

Please notify Human Resources if you have had a change of address, have a name change, or need to make other updates to your personal information.

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.

[Donna McIntosh](#) | [Amy Wigington](#) | [Faye Tryon](#)



Introducing Ebony Moore

CMCSS BLUE CROSS BLUE SHIELD HEALTH NAVIGATOR

Ebony Moore is our Health Navigator from BlueCross BlueShield. As the Health Navigator, Ebony is here to serve the employees of CMCSS who are enrolled in the BCBS medical plan. Ebony is on site Monday, Wednesday and Friday from 7:30 a.m. – 4:00 p.m. Ebony provides a concierge service which allows her to meet members where they are by offering face-to-face meetings, inbound and outbound call interactions as well as attending community outreach events, as needed. You can contact her by email at ebonyr_moore@bcbst.com or call (423) 535-7720.

Duties of a Health Navigator

INCLUDING BUT NOT LIMITED TO:

- Conduct outreach calls to members to educate on:
 - Case Management program
 - HEDIS gaps and overall importance of preventive services
- Review claims, Explanation of Benefits (EOB), and prior authorization information
- Educate on benefits information
- Assist in:
 - Scheduling doctor appointments
 - Out of Network steerage: locating in network pharmacy, provider, and facility information
- Hospital discharge follow up outreach
- Attend Health Fairs and onsite meetings
- Assist with onsite projects, as needed
- Provide educational material included but not limited to:
 - Condition specific educational information
 - Brochures on Case Management, Emergency Room visitation, and/or preventive services
- Collaborate with account's pharmacy vendor, wellness, and clinic office teams
- Connect members to an internal BlueCross BlueShield of Tennessee designated account Care Manager, Behavioral Health Clinician, Registered Dietician, and Social Worker



Teacher Warehouse

WAREHOUSE REOPENED IN AUGUST

The Clarksville-Montgomery County Education Foundation is currently piloting Teacher Warehouse Online with four schools. The plan is to open Teacher Warehouse Online to all teachers during the mid- to end of September. Listed below are the shop dates available:

Sat., August 29, 8:30 - 11 a.m.	Tues., October 20, 3 - 5 p.m.
Tues., Sept. 15, 3-5 p.m.	Tues., Nov. 3, 3 - 5 p.m.
Tues., Sept. 22 3-5 p.m.	Tues., Nov. 14, 3 - 5 p.m.
Sat., October 3, 8:30 - 11 a.m.	Tues., Feb. 9, 3 - 5 p.m.

**TO MAKE APPOINTMENTS VISIT:
CMCEDUCATIONFOUNDATION.FULLSLATE.COM**



Google Data Center awards \$67,000 to CMC Education Foundation

ROBIN BURTON | EXECUTIVE DIRECTOR, CMC EDUCATION FOUNDATION

The Google Data Center Grant Fund recently awarded the CMC Education Foundation an additional \$25,000 and \$22,000 in grants to address classroom and technology needs, respectively.

This news comes on the heels of the announcement of a \$20,000 grant to the Foundation from Google in early July. The funds will address technology needs in the coming school year as well as classroom level needs that are a result of COVID-19.

For full details, visit CMCEducationFoundation.com.



BACK-TO-SCHOOL SPECIAL FROM THE CITY FORUM

Welcome back to school from The City Forum! Come in between Tuesday, September 1 through Friday, September 4 and get one FREE attraction of your choice. Choose between Laser Tag, mini-golf, or the Spin Zone! Simply show this ad to the team member at the counter to redeem.



STUDENT SPOTLIGHT

Rossview Senior wins a new car during Pass and Go

The 12th annual Pass and Go, hosted by the CMC Education Foundation at Wyatt Johnson Mazda, looked a bit different this year. But for one Rossview High senior, a virtual win still felt just as sweet.

Each year, CMCSS sophomore, junior, and senior students who have passed their AP exams with a 3, 4, or 5 are invited to participate in the event. Students receive numbered tickets and are eligible for prizes ranging from gas cards to a brand new car.

This year's virtual event was run much the same. Families could watch the live stream on Facebook or YouTube and listen for their number.

Payton Clapsaddle was actually on the way to work when her number was read through the live stream. "I thought my parents were lying," she laughs, remembering the conversation with her dad.

The recent graduate is headed to UT Chattanooga in the fall to pursue a degree in nursing. Which is fitting considering AP Biology was her favorite class this year.

Clapsaddle reminisced about her time as a Hawk. "I was on the Rossview Soccer team, National Honors Society, English National Honors Society, and Green Team my junior year." She enjoyed staying active and involved in school programs.

When asked which teacher made the biggest impact during high school, she did not hesitate. "Mrs. Brooks," she said with a smile referencing Rossview High's Digital Arts teacher, Hannah Brooks. "She always tried to reach out and make sure I was having a good day. If I wasn't she would talk to me about it and made sure she left a good impression on me that day so that I would have a better one."

**HAVE A GREAT STUDENT SUCCESS TO SHARE?
SUBMIT THEIR STORY.**



Reminders from Safety & Health

➔ Feeling Sick?

If you or someone in your immediate household are exhibiting symptoms of COVID-19, notify your supervisor immediately.

Review the Back to School/Work Flowchart, developed by Safety & Health, to know the next steps if you believe you may have been exposed to COVID-19.

[Click here for the chart.](#)

➔ Cleaning is a Priority.

During a recent press conference, Governor Lee announced cleaning kits would be available for all Tennessee teachers.

If you need cleaning products for your classroom, reach out to your school administrators.

➔ Wear a Mask.

All students and employees are required to wear a face covering while on campus anytime proper social distancing cannot be maintained (6ft distance) and while in any common area.

Employees who are medically unable to wear a mask should contact Human Resources CHRO, Jeanine Johnson.



Meet Stacy Fye

BEHAVIORAL HEALTH PROFESSIONAL AT ONSITE

Stacy Fye is the new behavioral health professional at Onsite Employee Health and Wellness. She is a Licensed Professional Counselor and has been working in the counseling field since 2005.

A Clarksville native, Fye recently moved back to the community in 2014.

She works with both children and adults on a variety of life issues and challenges, including but not limited to: depression, anxiety, trauma/crisis, and ADHD. She loves assisting others in developing new and personal coping skills.

Much of what she does involves psychoeducation (the process of learning about self and finding what healthy looks like for you). She utilizes Cognitive Behavioral Therapy (including trauma-focused), Dialectal Behavioral Therapy, play based therapy for children, and use of arts/crafts/music as self-expression tools.

Stacy is here to help however she can. If you are eligible to receive medical services at the clinic, you are also eligible for the behavioral health services she provides. She is here for you!

**MAKE AN APPOINTMENT BY CALLING ONSITE AT
(931) 906-2001.**

ENROLL NOW
2020-2021

BE ALIVE POINTS PROGRAM

IF YOU'VE ENROLLED IN PAST SESSIONS, JUST
SIMPLY LOG-IN AT
[HTTPS://BEALIVE.CMCSS.NET](https://bealive.cmcss.net) TO ENROLL.
IF THIS IS YOUR FIRST SESSION, JUST CLICK
ENROLL NOW AND SUBMIT THE FORM.

PROGRAM OFFICIALLY BEGINS
SEPTEMBER 1ST!



Be Alive Points Program

2020-21 PROGRAM BEGINS SEPTEMBER 1

The 2020-21 Be Alive Points Program begins September 1 and is
NOW OPEN for enrollment online.

ENROLL NOW 

(Can't access the link? Visit <https://bealive.cmcss.net>)

All CMCSS employees may participate. Learn more about the
program on the Alive and Well page.

ALIVE & WELL 

(Can't access the link? Visit <https://aliveandwell.cmcss.net>)

WHAT IS ALIVE & WELL?

Alive & Well is an employee wellness program that provides
opportunities that encourage people of all health statuses to
participate in improving their nutrition and physical activity habits.

Choose to be Positive

BETTER DAYS ARE AHEAD. #CMCSSSTRONG #CMCSSBETTERDAYS



"ACT AS IF WHAT YOU DO MAKES A DIFFERENCE. IT DOES"
-William James | American Philosopher