



# Employee Newsletter

September 4, 2018

## In This Newsletter

Convocation Feedback

PIE Breakfast

Benefits Update

Background Checks

## Last Chance to Provide Feedback on the Inaugural CMCSS Employee Convocation

CMCSS brought its nearly 5,000 employees together for an informational briefing on the system's strategic work, as well as a spirited and motivational start to the new school year. In years past, the back to school kickoffs have taken place at each of the high schools with employees coming together from that high school's feeder schools. This year was definitely something different.

**What did you think about it?** Please respond to this survey by **Friday, September 7** so that your anonymous feedback can be gathered:  
<https://www.surveymonkey.com/r/MZK28YD>

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## 2018 PIE Breakfast



On Thursday, August 30, CMCSS recognized business and community leaders at the Partners in Education Breakfast at the Wilma Rudolph Event Center. The annual event celebrates the contributions and partnerships of the community with schools.

The Rising Star Award goes to first year partners that have gone above and beyond involvement with their partner school. Brymak and Associates accepted the honor for their work with West Creek Elementary School.

The Boots on the Ground Award generally has ties to a military unit and 101st soldiers from Blanchfield Army Community Hospital received the award for their work with Northeast Middle School.

The Innovative Partner Award goes to a long-time Partner in Education that finds new and innovative ways to support their partner school. North Meets South accepted the honor for their work with Clarksville High School.

The Corporate Partner Award is presented to a long-time partner in Education who is recognized for outstanding and consistent service over many years. The Northwest High School Health Science Academy was supported by Premier Medical Group.

The recipient of the Community Commitment Award recognizes and meets the immediate financial needs at their partner school. Grace Church of the Nazarene received the award for their support of Northeast High School.

The STEM Partner of the Year contributes to STEM programs through activities such as teacher externships and classroom demonstrations and that award went to the Clarksville Street Department.

The highest award a community partner can receive from CMCSS is the Sarah Ditmore Cooper Outstanding Partner Award. Ditmore is a former English teacher at Clarksville High School and a former district-wide Teacher of the Year recipient who launched the Partners in Schools program over 30 years ago. F&M bank was honored for their support of Northeast Middle School.



# Benefits Update

## Open Enrollment

Open enrollment began Aug. 1 for the medical, dental and vision plans. Last day to enroll or make changes to coverage is Oct. 1. If adding a spouse to any of your plans, you will need to provide a copy of your marriage certificate.

Sick Leave Bank enrollment began Aug. 1. The last day to enroll is Oct. 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.

## Reminder to Confirm Deductions

The beginning of a new school year is a good time to review benefits deductions by checking the paystub. Insurance deductions began for Classified staff on the Aug. 30 pay date, for Administrators on the Aug. 31 pay date and on the Sept. 5 pay date for Certified staff.

## Legislative Action Impacts Employee Background Checks

During the 2018 Legislative Session a bill (Public Chapter 1006) T.C.A §49-5-413 passed effective July 1, 2018, related to criminal history record check requirements for public school employees. [Click this link](#) to Public Chapter 1006 for specifics. While we will follow this law, the Legislature did not provide funds for the School System, nor its employees to pay for the record check.

Criminal history record checks were only required by law beginning in 2000. At this time, CMCSS will be focusing on employees who have never been fingerprinted. Over the next six weeks, about 800 CMCSS employees who were hired before 2000 will individually receive an email, notifying them of their requirement to complete a TBI/FBI background check. A process fee will be taken from each affected employee's two (2) payroll checks in two (2) deductions, for a total of \$32.65. No action on the employee's part is needed until an email from HR is received.

Results will be forwarded to a CMCSS Human Resources Department Representative. The results are kept confidential and are not part of an employee's personnel file.

**The Benefits Office is open Monday - Friday, 7:30 a.m. to 4:30 p.m.**

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## Benefits Fair

The Annual Benefits Fair will be held on Sept. 25 from 3 p.m. to 6 p.m. in the Board Room at Central Services-Gracey. The fair will include representatives from Benefits vendors, free give-aways, great door prizes, a Medicare 101 Presentation, Allergy testing, flu shots and more!



**WE FORESEE AMAZING**  
**BENEFITS**  
*• in your future •*

**TUESDAY, SEPTEMBER 25 | 3-6 P.M.**  
CENTRAL SERVICES GRACEY BOARD ROOM

### ONSITE HEALTH CARE: OFFERING FLU SHOTS!

### ALLERGY, ASTHMA AND SINUS CENTER: OFFERING ALLERGY TESTING!

To ensure test results are accurate, please don't take antihistamines for 5-7 days prior to the Benefits Fair.

The Hartford | Colonial | MetLife | RetireReadyTN  
Cornerstone Credit Union | BlueCross BlueShield  
LegalShield | Tennova Healthcare | Travelers  
YMCA | Benefits Connection | Vision Service Plan  
Fessenden Consulting Group | True Life Care

### SPECIAL PRESENTATION:

#### Medicare 101: The A, B, C and D's of Medicare.

Are you planning for retirement and want to know more about Medicare? Do you help your parents with their Medicare choices and wish you understood more? Do you think you might work past age 65 but are not sure how to handle Medicare enrollment? A Medicare Advocate from BlueCross BlueShield of Tennessee will prepare you with the facts so that you can make a decision that's best for you. This approximately one-hour presentation will be held at 5:00 p.m. in the Lecture Hall.