

Staggered Entry FAQ (Frequently Asked Questions) DRAFT 05.24.19		
Questions	Responses	Department Owner
How will we stagger itinerant/related service certified and classified staff?	Department heads are reviewing schedules to determine individual schedules based on student service needs and individual staff discussions as needed	Human Resources and assigned CO Department Director (ie EC, CN)
How will AMP staff be split?	At this time no changes are being made unless individuals express interest via transfer list or principal discussion.	Human Resources
How will staff hours change?	See 2019-20 Elementary School Bell Times chart	Elementary Curriculum & Human Resources
What time will schools open for students?	See 2019-20 Elementary School Bell Times chart	Superintendent
What enrichment opportunities are being offered before school? After school?	<p>Enrichment opportunities will be planned based on student interest and principal input per school. We are currently collecting student numbers per school before moving to this step.</p> <p>After School is only offered through SPARK programs at this time. These schools are noted on the 2019-20 Elementary School Bell Times chart.</p>	<p>Elementary Curriculum</p> <p>Superintendent</p>
Will you pick up/drop off at community locations?	Yes. Daycare, Community Centers, etc.	Transportation
Do all schools offer before/after school care?	<p>Not at this time.</p> <p>See 2019-20 Elementary School Bell Times chart</p>	Superintendent

Will TAs be able to work at 40 hour week?	Yes - SCS is moving to this model	Superintendent
Will TAs be required to drive or monitor buses?	It is written as part of their job requirements	Superintendent Human Resources
What will Early Release Times be next year?	TBD	Superintendent
Has a plan been developed to address inclement weather days?	This will be worked on this summer	Transportation Superintendent
Which schools will share buses?	Transportation will base this on student needs and routes	Transportation
If TA has a DOT doctor's excuse for not having their CDLs, will he/she still have a job?	This is based on case by case scenario	Human Resources Superintendent
Where will Central/East students have Before School Care?	Meeting to make final decisions on 5.24.19 with YMCA and Spark	Elementary Curriculum
How will breakfast program work for Before School students?	When doors open for all students to enter the building, Before School Care students are also released to go to breakfast or class. Staff will already be in the building ready to greet the children.	Elementary Curriculum
What time will doors open for students to enter? For breakfast?	See 2019-20 Elementary School Bell Times chart	Elementary Curriculum
How will children with special needs have	This is a case by case situation. If they attend Before School Care, staff will be trained to serve these students per the IEP.	Superintendent EC

their needs met while in other facilities?		
What constitutes half day for students and staff?	Discussion in progress	Superintendent
Will TAs be expected to monitor during AM/PM activities?	Before School Care staff monitor during this program. If a TA is hired for the program, yes. If not, they assume any regular duties assigned to any employee based on a 40 hour work week. Principals will determine the need and how to schedule TAs.	Superintendent Principal
What if our children have sporting events after school at the middle/high school?	This is handled on a case by case situation with principals. The first priority as an employee is to make sure all students are taken care of, as well working the required staff hours. Hopefully, everyone will work together as a staff to help out in special circumstances.	Superintendent Principals Human Resources
Will teacher be expected to work the Before School/After School Care programs? For free? Paid?	No. See the Pay Scale and Job Descriptions	Elementary Curriculum
Can we flex our times to come in earlier and leave as soon as the kids leave?	Teachers are expected to follow the assigned school times on a regular basis. Principals can work with special cases from time to time, but it should not be the norm unless a principal finds a need to stagger times. Exceptions would need to be reported to Superintendent/Human Resources.	Superintendent Human Resources
Late start schools will have to take more sick days due to PM doctor appointments. Will we be penalized for this? Comp time?	Most offices are open until 5:00. While we realize they cannot get everyone in at 4:00, most work with you. If appointments are frequent, this would need to be discussed with your principal. Current practice allows for coverage to be found for a short trip to the doctor without penalty within reason.	Human Resources Principal
Will teachers be expected to monitor students dropped off prior to the school start time?	Teachers will be required to monitor students once they are on the clock, but not during the Before School Program time. When doors open for children, they can report directly to the classroom or breakfast if they need to eat. Staff report at 8:00. Students enter at 8:15 for class or breakfast. See 2019-20 Elementary School Bell Times chart.	Elementary Curriculum

Who is developing the Before School Care Program weekly?	Coordinators will be hired and trained	Elementary Curriculum Principals
Will transportation be provided for staff members' children attending another school in the afternoon?	This depends on the specific situation. For example: If a teacher works at a late school that dismisses at 3:40 and the child is at a school that dismisses at 2:10, this would not be approved due to the fact that the staff member is still working. Child care would need to be arranged.	Superintendent Transportation
What happens if driver vacancies are not filled?	Staggered entry should take care of current vacancies.	Superintendent Transportation
Who will fill in for the bus driver who calls in sick?	Principals currently deal with this. Staggered Schedules will not change this process. As a reminder, SCS Policy #3035 states, "The Administration shall require teacher assistants to secure a bus driver's license as a condition for employment as a teacher assistant. Once employed, it is the expectation of Stanly County Schools that all teacher assistants maintain a current license and be willing to drive a school bus. This duty shall be an essential function of the teacher assistant. Assistants shall be required to meet state and federal employment guidelines."	Principals
Are TAs required to monitor buses? If so, how will they get back to school?	This is a case by case scenario per school based on needs.	Superintendent Principal
Will late start schools have staff meeting before school?	Yes	Principals
Will stipends be included in our regular checks or separate? When will they be paid?	TBD	Finance
What is the timeline for completion of staff transfers/placements ?	This process will be the same as past summers. Transfers will be based on vacancies, student numbers, principal interviews/interest, etc.	Human Resources

<p>When will SPARK run (Start date/End date) since it is being utilized as a afterschool program?</p>	<p>Tentative goal - Late September - May Before School Care will start the first week of school</p>	<p>Elementary Curriculum</p>
<p>In the past SPARK was used for those who needed extra help if a child does not need that extra help will they still be able to utilize SPARK for after school care?</p>	<p>All students should be challenged to make growth, be challenged or enriched. The SPARK grant will focus on helping every child reach their potential. There is a limited space per school within the SPARK grant.</p>	<p>Elementary Curriculum</p>
<p>-What will the Teacher Assistant 40 hr model look like?</p>	<p>SCS HR and Principals will work with individual school needs and schedules.</p>	<p>Human Resources/ Principal</p>
<p>Since Teacher Assistants have to monitor buses is it going to be a requirement for the AM/PM routes or both?</p>	<p>This is based on school needs and principal assignments.</p>	<p>Human Resources Principals</p>
<p>Do Teacher Assistants get more pay for driving and/or monitoring?</p>	<p>Refer to HR for specific questions</p>	<p>Human Resources</p>
<p>Will children who parents work in a different area be allowed to transfer due to the new bell times?</p>	<p>This is based on school need, transfers, principal interviews, etc.</p>	<p>Human Resources/ Principals</p>