

EBRPSS Employee Smart Start FAQ

In an effort to address questions and concerns regarding the 2021 Smart Start, the Office of Human Resources has responded by providing a brief overview of Frequently Asked Questions regarding employee Smart Start compensations and expectations. Employee situations differ therefore, employees can contact a representative of the Office of Human Resources.

Q: Is employee attendance required for these additional days?

A: **All** employees are expected to report on their designated return date for Smart Start. Employees will be compensated at their daily rate of pay for the Smart Start Program. Employees will receive written notification regarding their anticipated return to work date based on their employment type. Employees will be utilizing *Frontline Time and Attendance* to document employee attendance for the **Smart Start** program.

Employee Type	Smart Start Return Date	# of Additional Days
9 M Certified Employees	July 19, 2021	10 days
9 M Deans of Students	July 12, 2021	15 days
10 M Administrative Deans	July 12, 2021	5 days
10 M Certified Employees	July 19, 2021	0 days
11 M Certified Employees	July 12, 2021	0 days
10 M Classified Employees	July 20, 2021	0 days
11 M Classified Employees	July 13, 2021	0 days
9 M Paraprofessionals	July 19, 2021	11 days
9 M Bus Operators/Child Nutrition Tech	July 26, 2021	6 days
9 M Clerks & Support Workers	July 26, 2021	6 days

Q: Will employees be compensated for this additional time?

A: Yes. Employees will receive their **regular daily rate of pay** for the days worked during Smart Start. Estimated Examples of Additional Pay are provided below. Please note that this is based upon the 2020-2021 Salary Schedule. Also, this is prior to the payroll tax and retirement deductions. Insurance benefits will not be taken from employees' compensation for additional Smart Start days.

Employee Example	HOURS PER DAY	ANNUAL	DAILY	# OF ADDITIONAL DAYS	ESTIMATED TOTAL
Teacher w/0 years of experience - Bachelors Degree	8	\$45,500	\$250.00	10	\$2,500.00

Teacher w/5 years of experience - Bachelors Degree	8	\$46,625	\$256.18	10	\$2,561.80
Teacher w/ 15 years of experience - Masters Degree	8	\$53,450	\$293.68	10	\$2,936.80
Teacher w/ 30 years of experience - Doctorate Degree	8	\$63,900	\$351.10	10	\$3,511.00
Paraprofessional w/ 5 years of experience	7	\$19,215	\$106.75	11	\$1,174.25
Paraprofessional w/15 years of experience	7	\$22,365	\$124.25	11	\$1,366.75
Bus Operator w/5 years of experience - Returning on July 21, 2021	8	\$19,500	\$108.33	6	\$649.98
Bus Operator w/15 years of experience - Returning on July 21, 2021	8	\$22,500	\$125.00	6	\$750.00
Bus Operator w/30 years of experience - Returning on July 21, 2021	8	\$27,000	\$150.00	6	\$900.00
Child Nutrition - Tech 2 w/ 5 years of experience - Returning on July 21, 2021	6	\$16,805	\$93.36	6	\$560.16
Child Nutrition - Tech 2 w/ 5 years of experience - Returning on July 21, 2021	7	\$19,605	\$108.17	6	\$649.02
Child Nutrition - Tech 2 w/15 years of experience - Returning on July 21, 2021	6	\$18,965	\$105.36	6	\$632.16
Child Nutrition - Tech 2 w/15 years of experience - Returning on July 21, 2021	7	\$22,125	\$122.92	6	\$737.52
Child Nutrition - Tech 4 w/5 years of experience - Returning on July 21, 2021	8	\$20,740	\$115.22	6	\$691.32
Child Nutrition - Tech 4 w/15 years of experience - Returning on July 21, 2021	8	\$23,260	\$129.22	6	\$775.32

Q: What if I had already planned a vacation? Will this impact my leave time?

A: The proposed 2021 Smart Start adds additional days to the school year that will provide members of EBRPSS faculty and staff with invaluable professional development to support the instructional needs of our students. Employees who **do not report to work for Smart Start will not be compensated**. Employee Leave Time as a component of regular contractual leave time will be provided for salaried employees based on the following schedule:

9-11 MONTHS CERTIFIED EMPLOYEES BEGINNING DATES- REGULAR

MONTHS EMPLOYED/DAYS	BEGINNING DATE
9 -months (182 days)	August 2, 2021
10-months (202 days)	July 19, 2021
11-months (222 days)	July 12, 2021

9-11 MONTHS SUPPORT EMPLOYEES BEGINNING DATES- REGULAR

MONTHS EMPLOYED/DAYS	BEGINNING DATE
9 -months (182 days)	August 3, 2021
10-months (202 days)	July 20, 2021
11-months (222 days)	July 13, 2021

Q: Will employees be able to attend Professional Development virtually instead of face to face while still earning the compensation?

A: Employees will be required to attend the Professional Development from their designated school sites or designated PD sites. Specific details regarding the PD will be provided to employees prior to the start of Smart Start.

Q: When does the summer schedule/10-hour workdays begin and end?

A: The 10-hour workdays will begin Monday, May 24, 2021, and will end Friday, July 9, 2021.

Q: Is receipt of the proposed \$1,300 stipend connected to Smart Start in any way?

A: No, the stipend is not connected to Smart Start. Currently, the stipend is proposed to be delivered to eligible employees in August.

To be eligible for the full \$1300 payment, individuals must be full-time employees and:

- ✓ Must be an active employee of the East Baton Rouge School System as of October 1, 2020 through May 22, 2021.
- ✓ Must be an active employee that has not missed more than 20 workdays during the 2020-2021 school year.
- ✓ Must be an active employee on the date of distribution.

Clarifications:

- Employees who utilized Approved COVID-19 Leave will not be penalized under the Stipend Guidelines.
- Employees who utilized Approved Sick Leave or Sabbatical Leave for 21 - 90 days of the 2020-2021 school year will be eligible for \$650.00.
- Part-time employees and Substitutes who worked a minimum of 100 days or 800 hours during the 2020-2021 school year will be eligible for \$650.00.

(Updated April 15, 2021/Pending Board Decision)

Q: If I retire or resign before the beginning of the 2021-2022 school year, will I receive the \$1,300 stipend.

A: The stipend is only available for employees who meet the designated guidelines and are active employees on the payment distribution date. Retirement eligible employees are encouraged to reach out to TRSL and the Office of Human Resources to discuss their options. The EBR School Board will vote on the stipend guidelines and criteria on April 22, 2021.

Q: If I am currently on approved employee leave, am I expected to report for Smart Start prior to my official Return to Work start date?

A: Please contact a representative in the Office of Human Resources regarding your specific situation to receive personalized guidance on returning to work. If you are currently on an approved medical leave, a physician will have to provide a medical release indicating the date that you are eligible to return to work.

Q: When will schools and classrooms be cleaned?

A: Aramark will work with the facilities team to ensure a safe return to schools for staff and students.

EBRPSS Students and Families Smart Start FAQ

Q: Is attendance mandatory? If my child is unable to attend because of prior engagements, will my child's attendance record be impacted?

A: Yes, these will be considered true instructional days. Absences will be counted. In the event a special circumstance needs to be taken into consideration, a hardship waiver will be offered.

Q: Is the second-semester calendar impacted?

A: No, the second semester will remain the same.

Q: Will transportation be running for the first day of school?

A: Yes, transportation will run. The department will send out bus route cards over the summer with more information.

Q: Will high school students still receive all of their schedules ahead of time and will the schools have freshman orientation?

A: Schools will adjust any previously scheduled activities to adapt to the new calendar.

Q: Will virtual schools still be available for students who would like to continue in the virtual environment?

A: Yes, the EBR Virtual Academy will be open to students who wish to learn virtually. More information will be available in May and throughout the summer for those who are still seeking a virtual learning environment.

Q: Will the school cafeterias provide meals for the students during Smart Start?

A: Yes, the Child Nutrition department is committed to providing children with nutritious meals.

Q: What ESS services will be provided for students with disabilities?

A: As stipulated according to their IEPs, students will receive any and all services as determined by the IEP team.

Q: What will Extended School Year programs look like?

A: Monday, June 7, 2021 - Wednesday, July 21, 2021 from 8:00 a.m. - 12:00 p.m. ESYS days are Monday through Thursday. The number of services, times, and days your child will receive was determined by decisions made at the ESY-IEP meeting held at his/her school or virtually. Transportation will be provided to and from the school. Services will be delivered face-to-face and/or virtually.

Q: Does Smart Start apply to PreKindergarten students? When is the PreK start date?

A: Yes, the Smart Start Plan will apply to Pre-K students. ESS Pre-K students start day will be the same as the regular ed Pre-K start date.

Q: How does Smart Start affect students that need to recover credits over the summer?

A: Summer School sessions and credit recovery courses will be adjusted to not interfere with Smart Start. Additional summer school information will be made available soon.