

News U Trust

Appreciating, Developing, and Supporting School Staff

HOW YOUR BOARD CAN IMPROVE MORALE and SOLVE THE SNOW DAY PROBLEM

By Dr. Dan Tollett

Many school boards in Tennessee have employees who file claims for unemployment compensation on snow days. This results in significant costs to those boards. If you object to the State Department of Labor and Workforce Development granting unemployment benefits for such days, you are told that employees are eligible to receive unemployment compensation benefits because payment was withheld for days school was not in session because of snow. Under such circumstances, employees do not receive the expected income for those days. It seems a bit harsh to even try to deny such employees the income they have come to depend upon.

There may be a better way of handling this issue that results in a win/win situation.

School boards traditionally contract with bus drivers, cooks, teacher assistants and sometimes other employees to be paid for 180 days when school is in session.



We suggest that instead of paying hourly employees only for the hours and days worked, divide the money that employees will be paid for the 180 days that school is in session (or however many days the board intends to pay them in a school term). Contract with the employees to pay them that amount in equal installments over a ten month period instead of paying them

just for days worked.

A board that wants to provide an even more significant help to its employees should offer an option to employees to receive their annual pay in 26 equal installments spread over the entire year. This is an option that many teachers prefer and one, which is a great help to those employees who have a hard time saving a portion of their earnings to meet expenses during the summer months.

For a sample employment contract to implement this recommendation, contact Utrust.

ADVANTAGES TO MAKE IT A WIN/WIN SITUATION

1. EMPLOYEES WILL KNOW THEIR INCOME WHETHER SCHOOL IS IN SESSION OR NOT.
2. NO UNEMPLOYMENT CLAIMS RELATED TO WEATHER WILL BE FILED.
3. EMPLOYEE MORALE WILL IMPROVE BECAUSE ALL EMPLOYEES WILL BE ON THE SAME PAYMENT SCHEDULE.

Tennessee Schools Celebrate Teacher Appreciation Day

by Allison Sterbling



Schools across Tennessee celebrated Teacher Appreciation Day throughout the month of May. The celebrations were diverse as each individual school chose different, creative ways to express appreciation for their teachers.

The school board members presented **Fayetteville** teachers and educational assistants with monogrammed book bags. Many school systems, including **McKenzie**, **Lebanon** and **Crockett County** schools gave their teachers gift cards to local restaurants as a token of appreciation, while **Carter County** had cake and punch. Bells Elementary School in Crockett County celebrated Teacher Appreciation Day a little

differently. Due to the recent flooding, the school was not able to carry out their original plans for the special day. Instead, the elementary school decorated a bulletin board in honor of their teachers. They donned it a "billboard" and left the decorations up the entire month of May. "It was a fun and effective tool for remembering people who are important to our schools," Elaine Clement, school principal said.

Although the celebrations differed from school to school, each was a display of appreciation for teachers. Here at Utrust, we are pleased to help schools and school districts find positive and fun ways of expressing and teaching gratitude. We love to hear about how your school expressed appreciation and celebrated. Please remember to send us your stories so we can feature your school in our next newsletter!

Teacher's Banquet is a Hit in Lexington City

By Amy Kellogg

Lexington honored teachers at their annual teacher's banquet. The tables were covered with fresh, white tablecloths and decorated with flowers.

They enjoyed dinner, compliments of the Lexington City Board of Education, while listening to swing music play in the background. Members of the Jr. Beta Club served the meal and provided childcare.

Joe Wood, Director of Schools recognized teachers for the many accomplishments they

have made in the Lexington school system. Retirees received plaques in appreciation of their service and dedication.

To top the night off, the crowd was entertained with inspirational music performed by Beth and Kellie Deere.



Director of Schools,
Joe T. Wood



Hawkins County Rises to the Occasion

By Amy Kellogg

Teacher Appreciation Day was a big hit in Hawkins County. In fact, it was a week long celebration. Teachers were thanked with gifts, parties, and even a large donation.

At Joseph Rogers Primary, teachers received special surprises each day of the week. The week began with the perfect gift for any teacher—a book bag that said “Teamwork.” The next day they received a matching lunch bag. One day the teachers received goody bags filled with classroom items like stamps, pens, and pencils. To top off the week, teachers enjoyed a relaxing catered lunch from Sweet Tooth in Rogersville.

Clinch School gave each teacher a loaf of zucchini bread along with a message of thanks displayed on the marquee sign, while Church Hill Elementary provided breakfast and a hour-long lunch for their teachers. McPheeter’s Bend Elementary teachers enjoyed a delicious lunch provided by the assistants. To accompany their lunch, they received notepads and pens with a personalized message from Principal Bernard. Bulls Gap School surprised their teachers with a handy laptop bag with the school’s name on it to show appreciation for their commitment to the students.

For many years, the PTSO at St. Clair Elementary has paid for breakfast or lunch for their faculty members for Teacher Appreciation Day. But this year they altered their tradition. Their faculty selflessly and admirably requested that the money instead be donated to their Playground Fund. The PTSO went one step farther and donated over \$2,000 to the fund in honor of the teachers at St. Clair School.

The Board passed a resolution honoring teachers and had water bottles made with a special message as a token of appreciation that they can enjoy for many years to come.

A poem to Mooresburg Elementary teachers-

A teacher’s job is so diverse
It’s not work that they rehearse
They prepare and plan even at night
Sometimes with spouses they may fight
Not enough time during a day
for teachers to have time to play
When teachers walk through the door
They become something more
Some days they counsel, nurse, or love
And other times they must wear gloves
Papers to grade, parents to meet,
And the Principal lays more things at their feet
Students see them as aliens from outer space
That never leave this awful place
A teacher’s job is never done
They do not have too much fun
Teachers’ minds are always full
Lesson plans, students, home, it’s always a pull
Teachers make our world turn
Without them, No one would ever learn
There goes the doctors, lawyers, and inventors of tools
Other countries would be here and start to rule
Remember here at Mooresburg, our teachers are the best
They outshine all the rest.

Thank you,
Mooresburg Staff 2010

A Big Thanks to All the Teachers in Jackson County

By Amy Kellogg

Although Jackson County was affected by the recent flooding, they didn't let this get in the way of their teacher appreciation celebrations. Every teacher was given a personalized thank you letter and pens of appreciation from the Board.

"It is always wonderful to realize that someone appreciates the work you do," teacher Judy Burnette, said. "The recognition makes me feel truly appreciated," she continued.

This year, Ms. Burnette is celebrating 41 years of service at Jackson County Middle School.

Dodson Branch Elementary based an entire week of celebrations around a children's book-

"The Very Hungry Caterpillar." But they gave the story a little twist and named it "The Very Hungry Teacher-A Teacher Appreciation Week Story."



Throughout the week these "very hungry teachers" were celebrated. They enjoyed an array of surprises, including breakfast, cakes, a basket of snacks, beautiful flowers to brighten their day, a scrumptious meal of chicken, potatoes, beans, rolls, and more cake. "It is an honor and privilege to be recognized for our work and effort," teacher Fran Green said, in response to Teacher Appreciation Day.

Teachers Receive Great Recognition in Trousdale County!

In Trousdale County each school joined the Board of Education in recognizing and celebrating their dedicated teachers.

Trousdale County High School surprised them with

goodie bags filled with an assortment of treats, including a lunchbox, office supplies, a pocket organizer, and much more. In the middle school they honored teachers with a breakfast to start their special day off just right. The teachers at Trousdale Elementary also received goodie bags filled with candy and a personal card of thanks.

sauce and other snacks while enjoying light conversations and a gift card drawing.

"Our teachers are dedicated to building strong minds and helping students in the community achieve success," Director of Schools, Clint Satterfield said. "They not only provide educational instruction, but inspire students to reach for their dreams," he added.

By Amy Kellogg

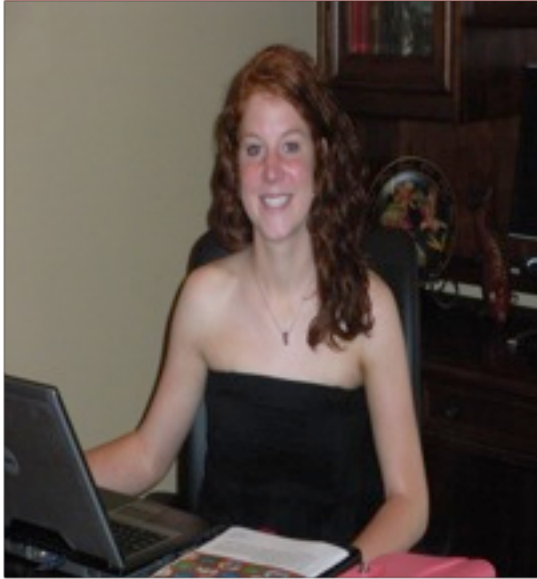
The Board of Education hosted a party in honor of their teachers. The attendees munched on fresh strawberries with chocolate



Gift card drawing winners, Stanley Marshall, Eleanor Satterfield, and Bobby Sircy

Make sure to watch for our August News Utrust newsletter! We have some very exciting additions to the Employee Appreciation Program.

Allison Sterbling Joins Utrust



Allison Sterbling is Utrust's new intern. She is a native of Cincinnati and a student at Western Kentucky University majoring in Corporate Communications. She plans on graduating in December 2010 and will continue her career with Lowe's. When she is not working at Utrust, Allison also works as a supervisor at Lowe's in Bowling Green, KY. Allison is interested in marketing, so during her internship she will help develop a marketing plan, along with many other things, to help promote the growth and success of Utrust.

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