

FAQ for Memphis-Shelby County Schools Reorganization

1. What is the purpose of the reorganization?

The reorganization is designed to strengthen direct support to schools, streamline central office work, and enhance compensation to advance student achievement. Our efforts prioritize the needs of MSCS students and reflect the feedback provided by School Board Commissioners, teachers, and principals to improve educational experiences and outcomes for our students.

2. Why now? What are the current academic challenges faced by MSCS?

The work is urgent, and our corresponding actions must match the urgency. The data says our challenges are severe and require us to get clear on how to maximize our budget to yield improved supports for leaders and outcomes for students.

- 1. Currently, 78% of students are not reading proficiently (yet) as determined by the state.*
- 2. Currently, 83% of students are not demonstrating proficiency in mathematics (yet) as determined by the state.*
- 3. Currently, we are competing against an obstinate 51% chronic absenteeism rate and a 41% truancy rate.*
- 4. Currently, we carry a nearly 15% dropout rate with fewer than 15 schools reaching a 90% or higher graduation rate.*
- 5. Currently, we have a total of 1069 school-based vacancies: 552 teacher (classroom) vacancies and 517 support positions.*
- 6. Currently, more than half of our district's schools have received a state designated letter grade of D or F.*

3. How does the reorganization impact staff?

With 1,069 school-based vacancies, the reorganization helps address the nationwide teacher shortages. A Phase One Review of central office departments was conducted to realign services to better support students, schools and school leaders.

4. How will my compensation and benefits be impacted?

The impact on compensation and benefits is unique to each employee. Our Talent Management team is prepared to work closely with each affected employee to ensure they understand how their compensation and benefits will be impacted. The HR Team is available at (901) 416-5304 or hrsupport@scsk12.org.

5. Are employment opportunities available for MSCS staff affected by the reorganization?

Yes, any affected employees may take advantage of employment opportunities within the district, with our highest needs being in our classrooms and schools. Personnel impacted may apply for open positions online at scsk12.org/careers.

6. What happens if I have not received an offer?

If you have received an offer and have accepted, we will honor the offer. Effective June 14, no additional direct placements will be made.

7. How will I know if I am one of the impacted employees?

All impacted employees will receive an email from Talent Management.

8. What support is available for employees impacted by the reorganization?

Human Resources is offering in-person and virtual "Interview and Resume Writing" workshops for employees interested in tips and support with resume writing and interviewing. Additionally, Employee Assistance Program (EAP) services remain available to all staff.

9. Will affected employees receive a severance package?

No. MSCS will not offer severance pay to employees impacted by the reorganization process.

10. What is the anticipated timeline for impacted employees?

For employees impacted by the organizational transition, the final day in your current role will be June 30, 2024. Human Resources will provide detailed next steps and additional support to help staff navigate this transition.

11. Please confirm there will be no gap in pay for employees moving from 12-month to 10- or 10.5-month positions.

There will be no gap in pay.

12. Will the newly created step-and-lanes only apply to new hires (July 1 and forward)?

Yes. There will be a compensation analysis during the 2024-25 school year.

13. Will anyone with a title change be doing the same work they were doing before the title change?

Their work will align with their title as of July 1, 2024.

14. Will there still be proximity learning?

Yes. proximity learning will be available as needed. Our first priority is to fill teacher vacancies with certified teachers.

15. What is the plan for alternative schools?

We plan to upgrade to accelerated learning campuses. We are starting this process with Invictus and Carver. Additionally, there will be extra support through SUPE schools.

16. How many schools have principal vacancies?

Seven

17. Will access to MSCS email or badge access be inactive after June 30, 2024.

Yes. Active directory access will be inactive effective July 1, 2024.

18. Will access to the Employee Portal be active through August 17, 2024?

Yes. Affected employees will receive a letter that will provide them with a User ID and new PIN specific to their portal information.