



**Students choosing to excel; realizing their strengths.**

To: Board of Education  
From: Dr. Melanie J. Oppor  
Date: January 16, 2022  
Re: Ideas Shared by Staff for Morale and Well-being

The following ideas have been shared by staff for your thoughtful consideration (in no particular order):

- School closure day – Provide District Administrator discretion to call a school closure day much like an inclement weather day when staffing shortages affect the ability to safely provide for student needs. It is not always known until the “day of” the situation where extreme shortages will exist. This is helpful for teachers and paras; other staff like administration, custodians, and office personnel work on those days typically unless they choose to use a vacation day; consider not requiring the use of a vacation day for employees who work on a closure day.
- Reinstate a Board of Education approved practice used once in November 2019 at Manawa Elementary School: “Teachers asked to double-up classes will receive \$120 per day, \$60 per half day, or \$20 per teaching hour.”
- Schedule asynchronous student learning days in advance to provide planned time for staff to complete necessary work.
- Attract more substitutes – Use all available strategies to advertise for substitutes.
- Teachers may leave on Fridays when students in their care are safely off school grounds.
- Vouchers for teachers to have the option to leave when students leave on Friday, have a colleague without a supervision cover a supervision, or an hour duty-free lunch for one day.
- Request a Department of Instruction waiver from doing Educator Effectiveness evaluations.
- Replace Professional Development time with teacher preparation time.
- Increase the compensation rate for class period internal subbing (currently \$18 per class period).
- Provide COVID time off for those that are ill without taking time/days out of the sick leave/PTO bank.
- Seek parent and community volunteers to assist with various tasks.
- Seek STEP volunteers to assist with various tasks.
- Grant a reduction in the employee paid portion of insurance premiums or give a one-month or more “holiday” on the employee paid portion of insurance premiums.
- Administrators cover classes on a rotating basis to give teachers an extra prep.; hire a floating substitute to provide an extra prep.; administrators take the student population to the gym to watch a movie while the staff had the afternoon alone in their rooms.

- Use a professional development day for staff to stay home and sleep in (and then work from home if they felt like it).
- Give staff a workday without any meetings.
- Give gift certificates for a 60-minute massage.
- Give teachers something nice to look forward to, such as, if our 3 snow days aren't used then the school year could end 3 days earlier.
- Give added PTO days as compensation for extra services provided.
- Provide a one-time bonus to all employees.
- Other.