

**FY2021 BUDGET AND CALENDAR**  
**FREQUENTLY ASKED QUESTIONS (FAQ)**

**1. Question: How many calendar reduction days for central office staff?**

**Response: There will be five calendar reduction days for central office staff.**

**2. Question: Will the Instructional Support Specialists (ISS) Positions remain as ISSs?**

**Response: The Instructional Support Specialist role will be eliminated. The District will offer active Instructional Support Specialists teaching positions within the district. They will also have the opportunity to apply for any other open positions within the district such as academic coach, coordinator and specialist.**

**3. Question: Will the Hiring Delay Freeze Program be reviewed Quarterly?**

**Response: Yes, the Hiring Delay Freeze Program will be reviewed quarterly. Updates will be shared with Board members during scheduled Board Meetings.**

**4. Question: What is the start date for all employees?**

**Response: The Human Resources Department will communicate the start date for employees based on employment category via Newsflash.**

**5. Question: When will we receive our new pay plans?**

**Response: Updated pay plans were emailed to all employees by August 24th, 2020.**

**6. Question: Who are central office employees?**

**Response: Central office-based employees are those who support the work of the district whether they are housed in the central office or at a school.**

**7. Question: Who are school-based employees?**

**Response: School-based employees are those housed in schools.**

**8. Question: Who are the employees that will be paid during the Professional Learning?**

**Response: School based employees will be offered professional learning opportunities for the identified August 5-7, 2020 and January 15, 2021 calendar reduction days. Identified 11 and 12-month Central Office front-line support staff will have the opportunity to participate in Professional Development that will be scheduled based on their work calendar reduction days. These positions include but are not limited to Bus Drivers, Maintenance Workers, Food Service Workers, Custodians and other support personnel.**