

STAFF NEWSLETTER



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Coming Up:

Spring Break is April 9th-18th

Friendly Reminder from Payroll:

Don't forget to sign and submit your time-sheets before you leave for Spring Break on Friday! Have a great holiday!

Staff Appreciation Breakfast
Wednesday, May 18th

Superintendent's Message

And just like that, spring break is upon us and, as we all know, the weeks between the end of spring break and the end of the school year fly by. With all of that in mind, much of this newsletter focuses on the future. Our past two years have been unprecedented, but I am very proud of our work, resolve, resilience, and our focus on what is next. The pandemic may be over for all intents and purposes, but its effects on students and our systems, will linger for many years to come.

HJUHS

HANFORD JOINT UNION HIGH SCHOOL DISTRICT
Preparing Today's Students for Tomorrow's World

"reboot" what we set out to do three years ago when we laid out our district focus areas. Much progress has been made, but many things took a long pause and will require attention. Some have just evolved and grown as expected and others simply have a new focus with what we learned through our journey through the pandemic. In this issue you will see our new Mission and Core Beliefs along with our revised Focus Areas for the new year. There is a lot to do, and the entire HJUHS staff is the right team to get it done!

Updates on COVID Guidance?

Things have been pretty quiet on the COVID guidance front since the big mask announcement. Many questions have been posed since then that we will try to address here, but the truth is that most of this is speculation.

Does staff need to continue to test weekly if they are unvaccinated?

At this point, there has been no change in this and remains a requirement


Will staff and students be required to vaccinate for the new school year?

We simply do not have an answer to this. There are two things at play here:

The first is the mandate that was initially introduced by the governor last fall. Under the law, there can be a mandate, but it requires exemptions such as personal belief, medical, religious, etc. This isn't being talked about much any more as most felt they would just use exemptions, so the mandate had no "teeth."

The second item is that there is legislation that has been introduced to add the COVID Vaccine as the 11th required vaccine for school admittance. This would have "teeth" and does not allow for exemptions. However, it does not appear at this time that this law would be passed by the new school year, but we do not know for sure.

New Video Series for District Released




As part of our ongoing focus on communication and marketing, the district has been working to develop a video series for the district and our comprehensive school sites. One video will be focused specifically on Career Technical Education (CTE) opportunities. The goal is to educate and remind our stakeholders of all that we offer and, moreover, what students may miss out on when they make the choice to exit our district for other programs.

Spring Wellness Challenges

"Choose Water" Challenge - during this 30-day challenge participants will drink water instead of one other beverage normally consumed. This will run March 28 through April 26.


"Stretch It Out" Challenge - during this challenge you will stretch for 100 minutes during the 30-day period (3-5 minutes each day). This will run April 4 through May 3.

Check your emails for details. Even if you did not formally sign up, you can always participate!



New District Mission Statement and Core Beliefs

Thank you to all of the staff members who participated in the surveys, draft revisions, and input opportunities in an effort to draft a Mission Statement and Core Beliefs that are representative of us as an organization. These could be "wordsmithed" for another five years, but the key is that they are what we stand for and I believe they capture us well.



MISSION

The Mission of HJUHS is to provide a positive learning environment that fosters academic and extra-curricular achievement, social-emotional well-being, and the life skills necessary to allow our students to thrive within our community and make our community thrive.

CORE BELIEFS

WE BELIEVE

- ⇒ all students can learn at high levels.
- ⇒ all students thrive in an equitable educational environment.
- ⇒ inspired and well-rounded students can achieve academic excellence.
- ⇒ creating and maintaining healthy relationships with all students, staff, families, and the community, fosters a positive school culture.
- ⇒ collaborating with families and the community to educate our students allows us to achieve our goals.
- ⇒ focusing on academic, behavioral, and social-emotional support leads to individual student success.
- ⇒ a commitment to equity ensures diversity and individuality.
- ⇒ in providing a caring, safe, and supportive culture that focuses on respect for all students, staff, families, and community.
- ⇒ in accountability from our students, staff, and families.
- ⇒ we are better together.

Changes to the temporary authorization for PBC + \$40

As previously announced, the end of the Personal Business Credit plus \$40 when period subbing will end after this Friday. After spring break, all period subbing will earn a PBC as was the practice before, but not the additional \$40. At this point our sub pool has been much more steady and the number of pandemic related leaves have been minimal. We greatly appreciate the staff that took advantage of the added benefit and supported our schools in the process. Although the additional \$40 will end, do not underestimate the value of the PBC you still earn for period subbing. We have developed some information and some scenarios below to help explain that value and the value of banking leave in general.

For those of us who have been at the education game for a long time, you may remember that there were often retirement professionals who would come and present at the beginning of the year as to how to best save and invest for retirement. As a new teacher, I have to admit that retirement seemed very far away and not super relevant, but we listened regardless. These days, it isn't really appropriate for these companies to solicit their products, so newer generations of staff don't always hear information about the value of banking leave. In fact, as we talk to many employees, they sometimes have no idea that they can carry over or bank sick days. Their belief is that if they do not use their days each year, they simply go away. They also may not realize that unused PBC days will convert to sick leave and can be banked.

On the other hand, we have some staff members who have banked over a year or more of sick leave and PBCs which will allow them to retire earlier or with an additional year or more of service credit. These staff members understand the value of having banked a sick day from back in 1995 when salaries were significantly lower and receive that as service day upon retirement at their current salary. You can always meet with a STRS or PERS retirement professional and we encourage you to do so and learn about how this all works. We also have very qualified district staff that can answer your questions. Below are a few scenarios to illustrate the point of this article.

Ted, Molly, and Edgar all started at HJUSHD the same year at age 23. They worked for 37 years and decided to retire at the same time. They all earned the same \$99,077.00 annual salary at the end of their tenure. Over the 37 years they worked they each earned 2,220 hours of sick leave			Other Considerations <p>Another thing to really keep in mind is that life is very unpredictable and anything from a new baby to an unforeseen illness can make all the difference between having the security of banked leave, and not having it.</p> <p>Salary docks and impacts to your monthly salary when you are already in crisis, can be devastating.</p> <p>Many do not fully understand that although the law provides for extended leave beyond regular sick leave, it is not at full pay for that extended time off.</p>
Ted thought his sick leave was use it or lose it. So, for 37 years he used all his time every year	Molly was able to bank 33% of her total leave and have it added to her retirement calculation	Edgar knew that sick leave could make a significant financial impact on his retirement calculation. He saved as much leave as possible over the course of his career and ended with 75% of his sick leave banked.	
Ted's monthly retirement \$6,721.00	Molly's monthly retirement \$6,839.00	Edgar's monthly retirement \$6,996.00	
	Molly's retirement will gross \$14,160.00 more than Ted's in the first 10 years she is retired	Edgar's retirement will gross \$33,000.00 more than Ted's in the first 10 years he is retired.	

Progress Pictures on our MANY Construction Projects

It is safe to say that none of us can wait for construction to be done on all of our sites, but the reality is that we have new projects beginning right on the tails of others being completed. We wanted to share a few progress pictures, a general timeline, and some summer items you may not have been aware of. We also want to thank all of our staff and students who have been patient and gracious throughout this process. As we all know and have discussed before, change is hard and "change is loss." Everything from "my favorite tree up front" to "my bulletin board is smaller" comes with these types of changes and we know how the community and especially teachers feel about school and classroom ownership. Of course, we don't "own" any of this and work to just be good stewards of our spaces and facilities to pass on to the next generation that will do the same.

You will see some photos below of the new Marquees that are being installed late summer at the three comprehensive sites with smaller wall units at EFJ, the HJUHS Presentation Center, and Adult School. These are just mockups, so if you're wondering why it says **HANFORD WEST**, we fixed that to be all on one line.

The CDS move project has just begun and should be done for the start of school. Shade structures in all amphitheaters should be complete in May, and Neighbor Bowl construction is slated to begin in 2023.



