

Education report for October 2020 Pastors' conference

1. A brief summary of each of our educational ministries shows how they have coped during this pandemic. (See attached)
2. All of the elementary schools across the district have opened face to face. In general, the elementary schools are doing well. Some have added students and most have been able to retain their teaching staffs. The preschools have had some COVID-19 related issues. Parents who work from home are not sending their children to the centers. Since many college students are learning online, they are not on campus and available to work in our preschools. Two of our early childhood schools have temporarily shut down. Both will revisit reopening after the first of the year, but in all likelihood will not be able to reopen until next fall.
3. Faith development in Jesus as Savior continues to be the focus for all of our schools. Daily prayer and Bible reading are practiced in all of our schools. These practices will hopefully lead to vibrant households which frequently participate in spiritual practices, spiritual conversations, and hospitality.
4. How are our teachers being compensated? The salaries for preschool and elementary school teachers ranges from a base salary low of \$17,250 (Early childhood) to a high of \$33,500. The average seems to be right around \$30,000. Unfortunately, most salaries are only a percentage (75% - 85%) of what our district recommends. Most schools give an annual percentage raise to the base salary of 1% - 3% each year. Some use board decisions to increase wages. In addition, years of experience and degree allows teachers a higher pay. The hourly wage for preschool teachers falls in a range from \$8.25 to \$16.00 per hour with the average being about \$10.00 per hour. It is obviously difficult to get qualified teachers at the low pay range especially since the college students are not on campus near the early childhood centers.
5. Our elementary schools generally try to hire a synodically trained teacher. But there are more vacancies than teachers. With over 25% of our current educator workforce eligible for retirement in the next few years, **we need to promote the teaching ministry to our youth.**
6. Because of COVID-19, most youth activities were canceled this summer. But Camp Trinity on Petit Jean Mountain in Morrilton, AR was able to have eight sessions for youth this past summer. They are currently offering outdoor classroom experiences for those who are homeschooled, and have begun making plans for next summer to accommodate students from grades 2 through 12 in various events. Camp Trinity is also a great place to hold congregational small group retreats or conferences. Check them out at www.lutherancamp.org.
7. The last of our Generation to Generation sessions in Tennessee will wrap up in November. Look for more information about how the G2G offerings will benefit your church.

Current status of Mid-south schools

October 2020

This report shows the status of the mid-south schools from west to east.

School name	City, State	Comments
St. John Lutheran Child Care Center	Fayetteville Arkansas	Open year-round for children aged 15 month – PreK. They were fully closed July 13-23 and partially closed September 10-23 because of COVID outbreaks. They currently have 30 children enrolled with a capacity of 53. One staff member moved and all others are still on the payroll. They are currently a level 1 Better Beginnings Center, receiving Essential Workers vouchers for staff and parents.
Salem Lutheran Preschool	Springdale Arkansas	They stayed open throughout the shutdown. They had 60 students in their summer program and currently have 71 of their 75 available spots filled. All full time and part time staff have been retained.
First Lutheran Preschool	Fort Smith Arkansas	The summer program had 15 preschool students where they had 25 in the past. They did not reduce staff because of the state mandate for smaller class sizes. COVID will reduce fall enrollment from 29 to 18 due to state regulations. They do have a waiting list.
First Lutheran K-6 school	Fort Smith Arkansas	They began last school year with 58 students and ended with 60. Current enrollment is 64 on site, 2 via Zoom. They have retained all staff members. One part time person decided to not come back so another part time person was moved to full time. They hired a part-time (20 hrs/wk) person for marketing, admissions, volunteer, family and alumni engagement. They have financial concerns moving forward.
Christ Preschool	Little Rock Arkansas	Christ Early Childhood has 49 students enrolled for fall. Their teaching staff includes 9 full time and 5 part time teachers. They currently have 21 children receiving Essential Worker Assistance.
Christ School K-8	Little Rock Arkansas	Current enrollment is 96 compared to 92 last year. They laid off three part time teachers, reduced some teachers to 30 hours per week and combined some grades to be more financially responsible. They thank the district for helping their 4/5 grade teacher with one of the Soldiers of the Cross grants.
Grace Lutheran Early Childhood Development Center	Little Rock Arkansas	They are down to 39 children. They have been able to maintain staff so far. When parents no longer work from home, they want their children to return. They are still receiving phone calls for placement after the first of 2021. They are accepting vouchers and have 1 child taking advantage of essential worker voucher assistance.

Avilla Christian Academy Preschool	Alexander Arkansas	Their current enrollment is 31 compared to 38 last year. They have eliminated one class and one teacher as a result of COVID.
Avilla Christian Academy K-12	Alexander Arkansas	Their K-12 enrollment is up three students from last year. They are in the process of replacing several teachers for various reasons – not related to COVID. They are operating this school year without a full-time administrator, but expect to start the call process sometime after the first of the year. They are currently exploring the option of expanding their high school program to include a regular program and also an alternative route to better serve students with special needs.
St. Paul's Lutheran Preschool	Gillett Arkansas	They closed the preschool on March 16 th due to the COVID virus and plan to reopen when conditions permit.
Concordia Christian Academy	Jonesboro Arkansas	The preschool and elementary schools were closed in August of 2018. I plan to address reopening with the new pastor.
St. John's Lutheran Preschool	Stuttgart Arkansas	Enrollment is about the same as it was last year. They added a few part-time staff members to help with drop off and pick up due to COVID requirements.
St. John's Lutheran K-6	Stuttgart Arkansas	They have almost the same number of students as last year. They have been able to retain all of their teachers and staff. Teachers change classrooms to align with state suggestions.
Christ The King Lutheran Preschool	Memphis Tennessee	They have had as many as 118 students, but only had 86 in March. They did not reduce staff. They actually hired three more staff members to accommodate current state regulations. They have parents who have already paid their enrollment fee, and want to start sending their child in January.
Christ The King Lutheran School K-8	Memphis Tennessee	They are currently at 80 students, which is exactly where they were last year. They have been able to retain all their staff, and/or filled all their positions.
Immanuel Lutheran Preschool	Memphis Tennessee	The current enrollment of 20 is about the same as last year which was 22. The preschool director was laid off with the responsibility now in the hands of the school principal. Some part time after school help were not rehired.
Immanuel Lutheran K-8	Memphis Tennessee	Current enrollment is about 15 less than last year, but all the teachers have been kept due to smaller class sizes as directed by the state. A part time office manager and the early

		childhood director were released. They terminated the hot lunch program so the cook and the assistant were not rehired.
Grace Celebration Preschool	Cordova Tennessee	They closed the preschool in 2018 which is now being operated by the YMCA.
Faith Lutheran Preschool	Collierville Tennessee	Faith had to close their summer camp in June due to the virus. Their July camp was very small. They lost 13 staff members and 77 students. Their current staff is 10 less than last year. They laid off their handyman to conserve cash. They started the year with 175 students, capacity being 270.
Holy Trinity Lutheran Preschool	Bowling Green Kentucky	Finding qualified workers has been the problem for them. The preschool is full and have several on the waiting list. They added a class and teacher to accommodate smaller classes.
Holy Trinity Lutheran K-6	Bowling Green Kentucky	Their enrollment is at 67. They had to split their 1 st and 2 nd grades and added a teacher. They have had to make some physical adjustments to classrooms and have expanded drop off and pick up times to accommodate the state mandates.
Grace Lutheran Preschool	Clarksville Tennessee	They reopened in September. They have retained all staff so far even though their current numbers are slightly less than when they closed.
Trinity Childcare	Gallatin Tennessee	This mothers' day out program closed in 2017 and has not reopened.
Immanuel Lutheran Preschool	Hermitage Tennessee	They suspended operation of their preschool on April 20 th of 2020 because of financial difficulties. They wish to reopen when it is fiscally possible.
Our Savior Lutheran Academy Preschool	Nashville Tennessee	This preschool added infants and toddlers last year, so current enrollment of 68 means they are full with many on a wait list. They have all staff positions filled except for two morning floaters.
TLC Child Care Ministries	Columbia Tennessee	They have reduced numbers right now because of social distancing issues. They have added an additional staff person to do temperature checks at the door and walk kids to and from classrooms. The director has resigned from the position.
Faith Lutheran Preschool	Tullahoma Tennessee	The preschool moved out of the church fellowship hall into a nearby house recently purchased and state approved. They currently have 13 full day students with 9 spots yet to be filled. They retained all their employees.
Belvoir Christian Academy Preschool	Chattanooga Tennessee	They have been open throughout the shutdown. They hired more teachers to accommodate their maximum number of 113, which is what they currently have enrolled. They hired an additional PreK 4 teacher to meet state mandates.

Belvoir Christian Academy K-8	Chattanooga Tennessee	The K-8 ministry is at 94 students, which is 8 more than last year. They have added an RTI consultant and 2 tutors to their staff and continue their emphasis on Gospel ministry through weekly chapel and daily classroom activities.
Heavenly Host Lutheran Childcare	Cookeville Tennessee	The childhood center is at full capacity and fully staffed, infants – PK3. They currently have 80+ students with calls coming in, so they have an extensive waiting list.
Heavenly Host Lutheran K-8	Cookeville Tennessee	The school is adding a high school program (4 students) and now have an enrollment of 83. They added a full-time teacher and kept all previous staff.
St. Paul Lutheran Preschool	Wartburg Tennessee	This two-teacher early childhood center closed during the pandemic. Because of state restrictions they do not intend to reopen until at least January of 2021.
Shepherds Little Flock Daycare	Crossville Tennessee	They are typically a year-round ministry, but they were closed from March 18 th to May 18 th . They have hired additional staff to help with cleaning. They have more students now than when they closed in March.
First Lutheran Preschool	Knoxville Tennessee	Currently they have about ten students less than last year, which was 77. They cut one teacher and one will not return because of the virus. The director will teach in the morning and do administrative responsibilities in the afternoon.
First Lutheran K-8	Knoxville Tennessee	They ended the year with 55 students and saw the need to reduce staff. Current enrollment is 85. Late in the summer a middle school teacher left as well as a Kindergarten Aide, both positions were filled. One teacher postponed retirement. Staff and teachers have taken over custodial duties because of budget constraints that existed pre covid. The principal is teaching many classes as well as handling the administrative work.