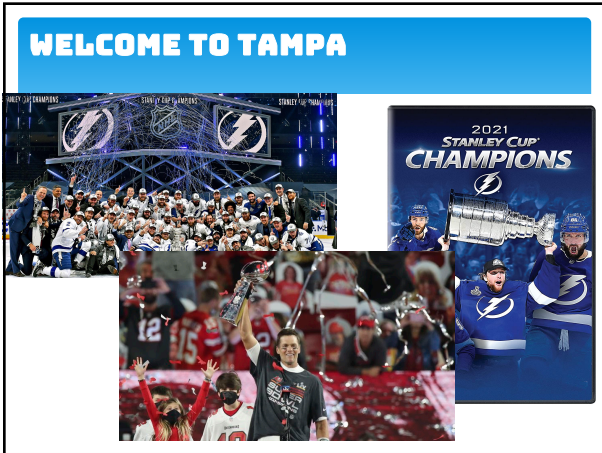
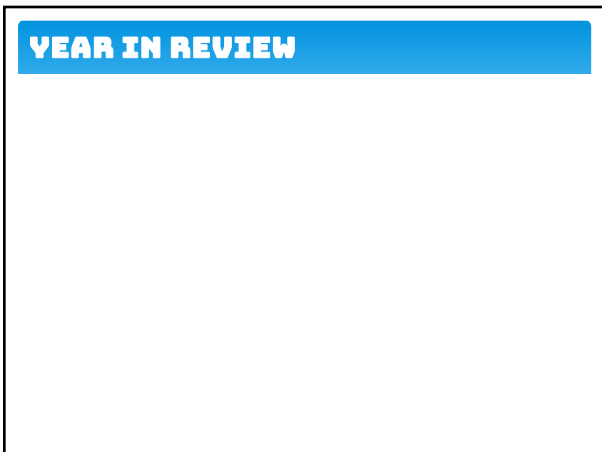




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STUFF WE'RE GOING TO DISCUSS

Post-Pandemic? What's Next

Legislation and Congress
Heading to Mid-terms

FLISA/NAFIS Messaging

4

WE CONTROL OUR MESSAGE ON THE IMPORTANCE OF IMPACT AID

No matter what is going on in DC what hasn't changed is:

- *The importance Impact Aid for our students and their success,*
- *The obligation of Congress to provide and continue to increase those property tax replacement dollars to our schools.*

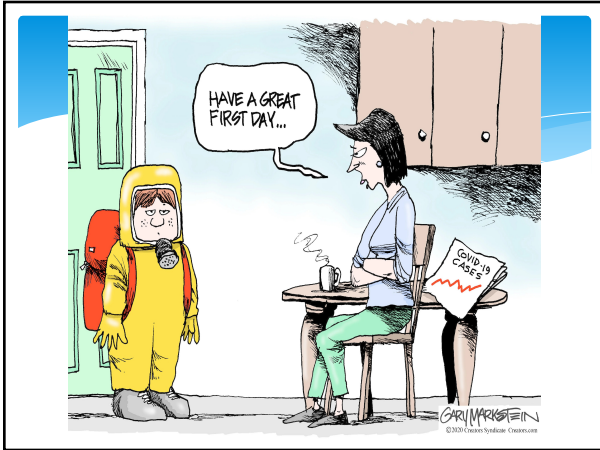
It is critically important that we keep this message in the minds of our Community and Members of Congress.

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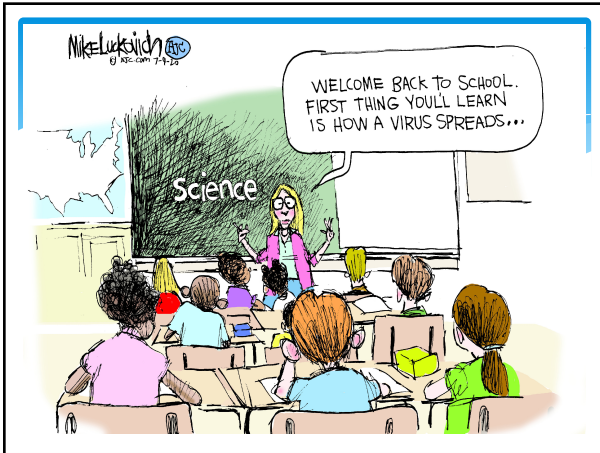
POST-PANDEMIC? WHAT'S NEXT



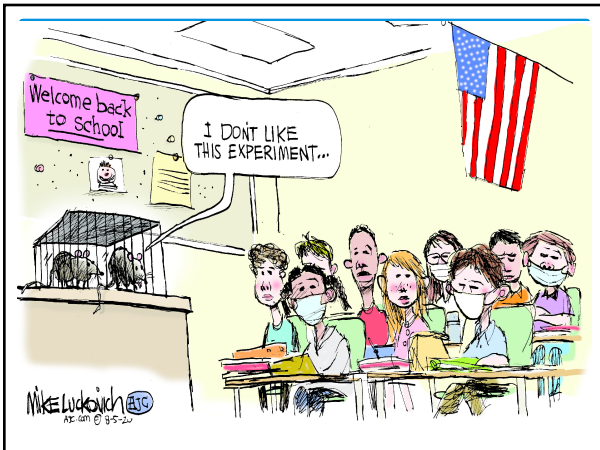
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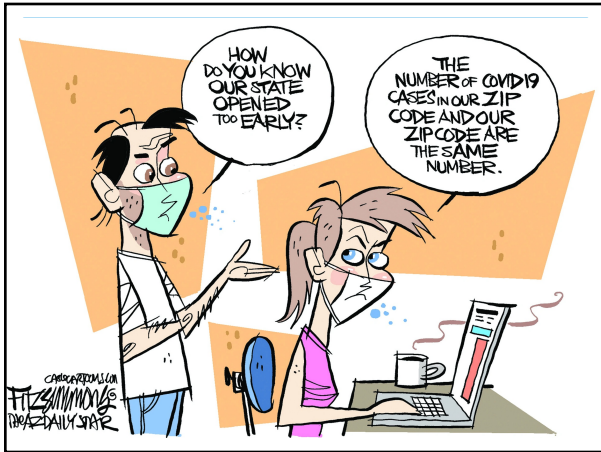
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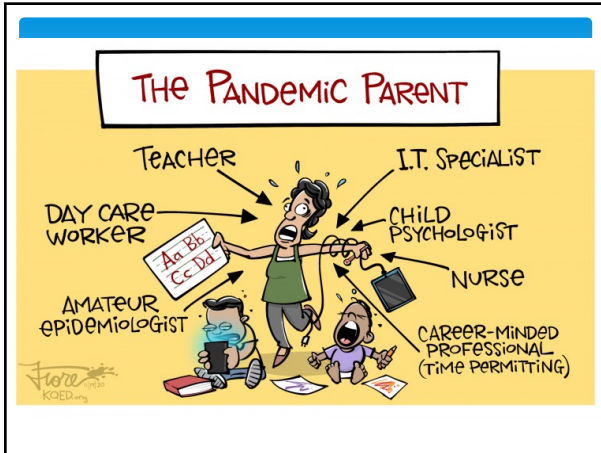
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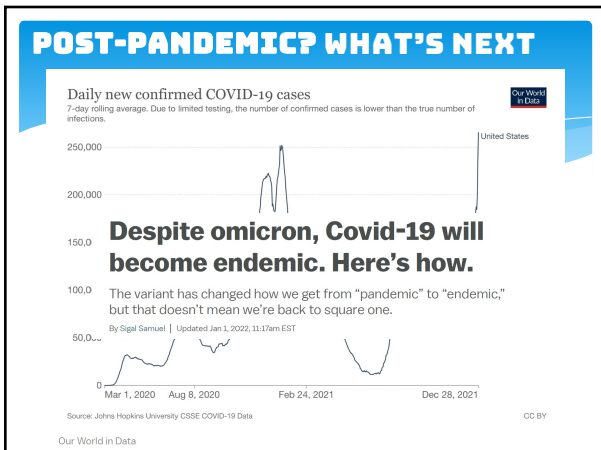
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12

POST-PANDEMIC? WHAT'S NEXT

Despite omicron, Covid-19 will become endemic. Here's how.

The variant has changed how we get from "pandemic" to "endemic," but that doesn't mean we're back to square one.

By Sigal Samuel | Updated Jan 1, 2022, 11:17am EST

Even though omicron so far seems to result in milder disease than previous variants, a massive increase in cases could still lead to a big increase in hospitalizations and deaths. That could further stress health care systems that are already in dire straits.

But there are also some hopeful things to bear in mind. "The incredible number of infections is building up population-level immunity. That'll be crucial in terms of muting future waves," said Joshua Michaud, associate director for global health policy at the Kaiser Family Foundation.

13

POST-PANDEMIC? WHAT'S NEXT

Bob Wachter @Bob_Wachter · Dec 17, 2021
Replying to @Bob_Wachter

1st, Omicron looks to have peaked in So Africa; we'll likely see a familiar surge-then-plunge pattern, just with a much steeper upslope. Second, I'm quite worried about an overwhelmed healthcare system - we'll rapidly hit capacity limits in meds, beds, ICUs, testing... (9/25)

Bob Wachter @Bob_Wachter

... and most importantly people (many MDs/RNs out sick too). Trust me, you want to avoid getting sick when the system is stressed. Third, I see the Pfizer oral anti-viral as a very big deal, and it won't be available for 4-6 weeks (even then it'll be in short supply). (10/25)

5:08 PM · Dec 17, 2021

1.4K See the latest COVID-19 information on Twitter

[Read 14 replies](#)

14

POST-PANDEMIC? WHAT'S NEXT

Despite omicron, Covid-19 will become endemic. Here's how.

The variant has changed how we get from "pandemic" to "endemic," but that doesn't mean we're back to square one.

By Sigal Samuel | Updated Jan 1, 2022, 11:17am EST

After the omicron wave passes, he said, he envisions relaxing precautions again. Modeling suggests that omicron could peak in mid- to late January in the US, with case rates steeply declining — and activities becoming correspondingly safer again — in February.

"We have a lot more tools at our disposal for dealing with this than we did in March 2020," she said.

We'll know endemicity has arrived when those tools — and the long, painful experience of the pandemic itself — has enabled us to fully adapt to the virus, as the virus has adapted to us.

15

POST-PANDEMIC? WHAT'S NEXT

The Washington Post

Opinion: Omicron is bad. But we don't need to resort to lockdowns.

By Leana S. Wen
Contributing columnist

Yesterday at 6:36 p.m. EST



We are entering the third year of the pandemic with a confusing state of affairs. The United States has far surpassed the number of daily covid-19 infections compared with the previous peak last winter, yet many businesses remain open, stadiums are packed and children are headed back to school. News headlines announce that "omicron infections seem to be milder" than earlier variants, yet this could be the "worst public health challenge of our lifetimes."

"There is a third path that aims to save our hospitals while also minimizing disruption.

We don't need to ask people to stay home, but we should require that they wear high-quality masks in all indoor public spaces. We don't need to cancel gatherings, but we should mandate proof of vaccination — and boosters — for all indoor dining, gyms, movie theaters, and sporting events.

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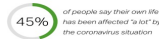
POST-PANDEMIC? WHAT'S NEXT

KEY WORKPLACE TRENDS

A global pandemic. And its impact on global engagement, stress and the workforce.

COVID-19 Impact

45% of people say their own life has been affected "a lot" by the coronavirus situation. Although not surprising, leaders need to focus on employee engagement and wellbeing to build organizational resilience for tomorrow's workplace.



Employee Engagement

Following a steady rise over the last decade, employee engagement decreased globally by two percentage points, from 22% in 2019 to 20% in 2020. Leaders will need to address this decrease and the business impact on workplace culture, employee retention and performance.



Stress

With global borders closing, workplaces shuttering and jobs being cut, workers' daily stress reached a record high, increasing from 38% in 2019 to 43% in 2020. Leaders and managers at every level should address this as it could lead to increased burnout, upset and disengagement.



[DOWNLOAD FULL REPORT](#)

17

POST-PANDEMIC? WHAT'S NEXT

The Washington Post

As difficult school year ends, school superintendents are opting out

By Joe Klein and Valerie Strauss
June 20, 2021 at 5:00 a.m. EDT



Austin Bortner has been an investment banker, first deputy mayor of Los Angeles, and publisher and chief executive of the Los Angeles Times. But none of those jobs were tougher than the position he is now holding after the grueling course of year as superintendent of the Los Angeles Unified School District.

Bortner is one of a wave of school superintendents leaving their posts, far more than in a typical year, a result of the extraordinary challenges of keeping kids learning after schools closed in spring 2020 and serving as crisis managers for months on end while dealing with pandemic pressures on their own families.

The departures are from the top spots in large cities — including the largest three, New York City, Los Angeles and Chicago — but also in many midsize and smaller districts in suburban and rural areas, according to AASA, the School Superintendents Association, which keeps track of its 1,400 members.

"We have worked 12 hours a day, seven days a week — truly 12 hours a day, truly seven days a week," said Bortner, who declined an offer by the district's school board to extend his three-year tenure. "It has been exhausting, and my guess is, from talking to other superintendents, this year has been like mine all over."

While some superintendents are wrestling with whether to return, many are asking early despite having years left on their contracts. And others have been forced out over differences with school boards.

The turnover this year has been unprecedented, superintendents say, with the usual job responsibilities and tensions exacerbated by crisis management and debates with communities and school boards over when and how to reopen schools during the pandemic. Conflicts over equity and education that addressed racial issues also boiled over, with superintendents often feeling the brunt of the disputes. ...

Daniel Domenech, AASA's executive director, ... said he can't remember a time that was more fraught for those in the top leadership role in school districts. "In this environment, there's no joy. It's all like boom, boom, boom, constantly being hammered over one issue or another," he said.

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POST-PANDEMIC? WHAT'S NEXT

Popular Latest *The Atlantic* Sign In Subscribe


MYTHS WORTH READING. IDEAS WORTH SHARING. A GIFT WORTH GIVING.

IDEAS

Three Myths of the Great Resignation

What if I told you the Big Quit wasn't really about "quitting"?

By Derek Thompson



The increase in quits is mostly **about low-wage workers switching to better jobs in industries that are raising wages to grab new employees as fast as possible.**

From the quitter's perspective, that's a job hop.

The low-wage service-sector economy is experiencing the equivalent of "free agency" in a professional sports league.

That makes it more like the Big Switch than the Big Quit.

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POST-PANDEMIC? WHAT'S NEXT

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IDEAS

Three Myths of the Great Resignation

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By Derek Thompson



Remote workers are significantly more likely to say they're burned out now compared with before the pandemic. Because remote workers are a very white-collar group, this fact has led to a great deal of news coverage claiming that the Great Resignation—or whatever!—is being driven by white-collar professionals.

We shouldn't conflate white-collar burnout with whatever's driving lower-wage service workers to hop around.

Strange as it sounds, the increase in self-reported burnout is happening in industries where workers are less likely to quit.

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POST-PANDEMIC? WHAT'S NEXT

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IDEAS

Three Myths of the Great Resignation

What if I told you the Big Quit wasn't really about "quitting"?

By Derek Thompson



The great majority of this economy's "quitters," in the permanent sense of the word, are seniors. But they quit a while ago, and calling their decisions "resignations" is sort of weird. When a 70-year-old leaves a business she's worked at for three decades, we don't throw her a big resignation party.

We throw her a retirement party. The pandemic economy—with its health risk of in-person work for the elderly, its economic shocks, and maybe even its rise in asset prices and savings rates—has produced a large number of **early retirees.**

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LEGISLATION AND CONGRESS

Sections Local news About Adios Sign up

Dec 3, 2021 - Politics & Policy

McConnell: No legislative agenda for 2022 midterms

Jonathan Swan, Atlanta Tribune

f t in

Photo: Drew Angerer/Getty Images

Mitch McConnell has told colleagues and donors Senate Republicans won't release a legislative agenda before next year's midterms, according to people who've attended private meetings with the minority leader.

During the mid-November dinner, McConnell told the donor it would be the job of the next Republican nominee for president in 2024 to lay out the party's future agenda.

McConnell made clear, the source said, the entire focus of the 2022 campaign should be about the things the Democrats are doing wrong. He cited the history of midterm losses for the party in power.

"One of the biggest mistakes challengers often make is thinking campaigns are about them and their ideas," the source continued. "No one gives a sh-t about that. Elections are referendums on incumbents."

"Challengers need to keep the focus on what incumbents promised and point out how they failed to deliver and how that has negatively impacted voters' lives," the source said.

23

LEGISLATION AND CONGRESS

The new year brings many old challenges for members of Congress who will face a tightening timeline for work on a revived social spending bill, voting rights, a probe into the Capitol riot and others.

President Joe Biden last month signed legislation funding the government through Feb. 18. Although the funding mechanism was approved, some Republican lawmakers had hoped to use a government shutdown as leverage to oppose Biden's vaccine mandates for private employers.

"As the November 2022 midterm elections draw nearer, Democrats are expected to face a more politicized environment as they seek to shepherd their legislative priorities through the narrowly divided Congress.

US NEWS JAN. 5, 2022 / 7:18 PM

Congress' 2022 to-do list: Revived social spending bill, voting rights, Capitol riot probe

By Jake Thomas

Speaker of the House Nancy Pelosi, D-CA, speaks during a news conference on the Protecting Our Democracy Act at the U.S. Capitol in Washington, DC on Thursday, December 9, 2021. Congress faces many politically difficult challenges in 2022. Photo by Sarah Siligier (UPI) / License Photo

24



25

LEGISLATION AND CONGRESS

Yet alongside the political leaders, there were hundreds of Capitol workers who suffered their own trauma that day. They are the supporting cast on the edges of Washington's biggest stage: **the legislative aides**, police officers, custodians and cafeteria workers who keep the business of government moving and ensure that the Capitol is safe, clean and well-functioning.

... a "sliver of doubt" when he thinks about the **complex reopening to the public**. When that happens, he said, it will be impossible to know if someone who had been part of the mob is "in my hallway taking a tour."

NAFIS Hills visits were split between in-person (R) and remote (D) this will most likely continue thru March's NAFIS Conference.

Shaken by the Jan. 6 attack, Capitol workers quit jobs that once made them proud

The trauma suffered by thousands of legislative aides, police officers and blue-collar workers after the insurrection has prompted some to leave the Capitol

Capitol Police are seen through the broken glass of a Rotunda door at the U.S. Capitol on Jan. 7, 2021, the day after hundreds of rioters stormed the premises. (Masha Mera/The Washington Post)

26

LEGISLATION AND CONGRESS

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Capitol Police are seen through the broken glass of a Rotunda door at the U.S. Capitol on Jan. 7, 2021, the day after hundreds of rioters stormed the premises. (Masha Mera/The Washington Post)

27

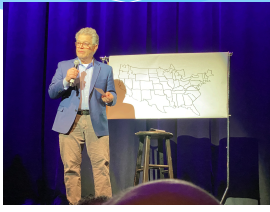
LEGISLATION AND CONGRESS

Filibuster: Requires 60 Votes to Vote Legislation

Republicans are using this 60 vote threshold to block Democratic legislation.

Filibuster Fix Proposal: Dip the numbers from 60 required to end debate to 41 required to continue it, moving the burden from the majority to the minority. **Require 41 to be on the door at all times, and to debate the issue at hand, germanely.**

The minority could still prevail—the majority would have to stop all other business to go around the clock, and might decide after some time to cut its losses and move on to other issues, if the minority made its determination clear. **But it would require a major effort by the minority to accomplish its ends. And for both sides, bipartisan compromise might be the best way to ease any mutual burdens.**



28

LEGISLATION AND CONGRESS

The Washington Post

Schumer says Senate will vote by Jan. 17 on changing rules if GOP continues to block voting rights legislation

By John Wagner
Today at 2:12 p.m. EST

Senate Majority Leader Charles E. Schumer (D-N.Y.) told colleagues Monday that the chamber would vote no later than the Martin Luther King Jr. holiday on changing Senate rules if Republicans continue to block voting rights legislation.

The announcement of the planned action by Jan. 17 represented Schumer's strongest endorsement yet of trying to muscle through legislation that has been stymied because of Senate rules requiring a two-thirds threshold.

Schumer will force a vote on the Filibuster changes for voting rights legislation next week.

Will either change the filibuster rules to expand voting or be blocked by Republicans.

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LEGISLATION AND CONGRESS


Build Back Better: Is not impacted by the Filibuster because it is a part of the Reconciliation process which needs only a majority (or all /Democratic votes)

Joe Manchin has said he will not support this legislation which also contained School Infrastructure funding. \$1.7 Billion Dollars

Options:

1. Go Small
2. NO Deal
3. Just Climate Related Proposals
4. Spending Bills

What's ahead for 'Build Back Better': 4 scenarios



30

LEGISLATION AND CONGRESS

After weeks of little negotiation, top appropriators in mid-December began weekly meetings on the omnibus — a sign they are eager to find a deal. But it remains to be seen if in a polarized Congress compromise is possible.

What's ahead for 'Build Back Better': 4 scenarios

"I hope it will help advance the process," Senate Appropriations Chair Patrick Leahy (D-Vt.) said. **"The alternative to completing the appropriations process is a full-year continuing resolution, which does not serve the American people and locks in outdated spending priorities."**

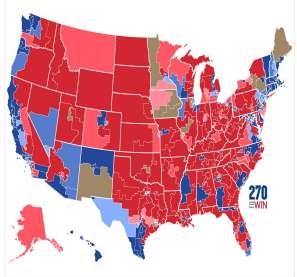
An appropriations failure would be another blow for the Democrats' agenda on climate and other issues. That's why Republicans have been open to level spending for the rest of the year



Source: Patrick Leahy and Senate Appropriations Chair for Democrats (D-Vt.) at the Capitol. Leahy talks with a staffer in the morning steps will help drive the issue of the budget appropriations package. Source: Tompsett/Reuters

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MID-TERM ELECTIONS: NOVEMBER



2020 ELECTIONS

223 Dems vs. 213 Rep
4 Vacant Seats
Narrowest margin since 1890

32

MID-TERM ELECTIONS: NOVEMBER

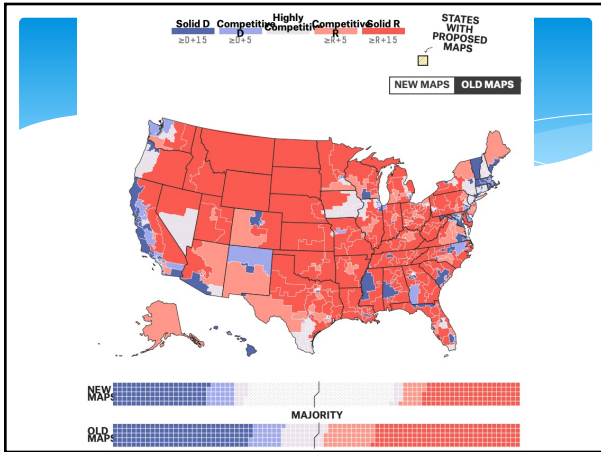
How congressional redistricting impacts the 2022 midterms | Morning in America



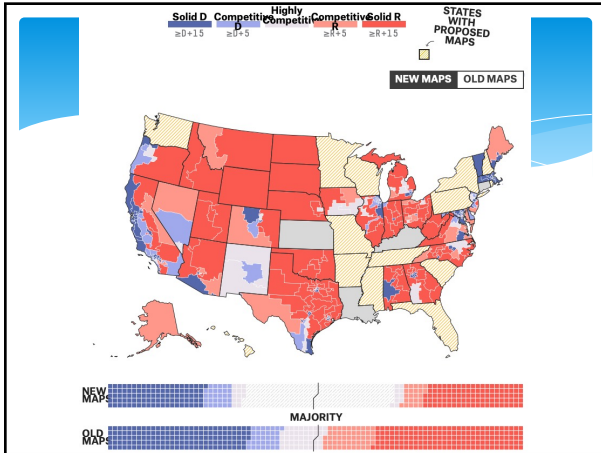
CONGRESSIONAL REDISTRICTING

REPUBLICANS ON VERGE OF ADVANTAGE IN 2022 MIDTERMS

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MID-TERM ELECTIONS: NOVEMBER

At this point, redistricting has created six more Democratic-leaning seats nationally and five fewer highly competitive seats (the number of Republican-leaning seats has held steady).

However, because many of those newly blue seats are already held by Democrats, it's actually Republicans who have gained a handful of House seats through the redistricting process so far.

Republicans have also converted light-red districts into safer seats in states like Indiana, Oklahoma and Utah.

Overall, redistricting hasn't drastically changed the House landscape so far — but that's good news for Republicans, since the old maps already tilted the House playing field in their favor.

Some of the most heavily biased maps this cycle have been enacted by Republicans in North Carolina and Ohio, but they are also so extreme that they run the risk of being overturned in court. There are already lawsuits alleging that they are partisan or racial gerrymanders.

36

MID-TERM ELECTIONS: NOVEMBER

Trump has ... **made picks in nearly 40 congressional races to date**, most recently training his ammunition on the House Republicans who voted for the bipartisan infrastructure package. He's made another nine endorsements in gubernatorial primaries.


The former president's ultimate record in these races will serve as the first barometer of his continued strength as he eyes a comeback bid for the White House in 2024.

Dethroning Cheney, Murkowski, Kemp, and a few others will also **bend the makeup of the party in his favor if he ends up returning to the White House**. Then again, if his big picks fall flat, Trump won't worry too much. He'll simply deploy another time-tested Trumpian play: He'll blame them.

Trump Is Making the Midterms a Referendum on Himself

The former president is already picking favorites in Republican caucuses. Whether they win will be a test of his power.

By David Caruso



37

MID-TERM ELECTIONS: NOVEMBER

One Party in Power: The last three midterm elections which featured one-party control of the White House, House and Senate were 2006, 2010, and 2018. In all three cases, the president's party lost the House. In 2010, Democrats lost seats but managed to hold the Senate.

Biden's Low Approval Ratings: A gain of just 4 or 5 points in job approval might not be enough to save the Democrats' very narrow House majority. But, it could be enough to protect the Senate.

Enthusiasm Gap: Need to be against something (i.e. Jan 6th hearings)

Independent Voters: see Biden both positively and negatively... This suggests that he can also gain with these voters just as he has alienated with them.

Why 2022 Rhymes With the Previous Four Midterms

December 30, 2021

by Amy Walter
@Ballotpoller

It took a while to let an unpredictability than stability in this era of transactional political and media chaos and upheaval. While we know that the midterm elections favor the last party in, the party that doesn't control the White House, many wonder if history can be a reliable guide when it comes to being re-elected in a tight house?

FLISA must be ready for a change in control of the House and Senate.

That starts with Advocacy NOW!


38

WHAT WE *THINK* KNOW ABOUT APPROPRIATIONS 2022 IN WASHINGTON DC

The President's proposed FY 22 Budget **DID NOT** eliminate 7002 Impact Aid.

DON'T know, yet what FY 22 Budget will include? Supposed to come out in February (Don't Plan on It.)

\$2M increase for Federal Property would help cover the cost of **new school districts** as the Federal Government continues to acquire property and districts continue to establish eligibility.



39



THE IMPORTANCE OF SHARING THE MESSAGE OF IMPACT AID

In Spring You may be taking your message to new Staffers:


- Are newly appointed/elected
- Move to Different Offices/portfolio (before/after election)

It is still critically important that we keep this message in the minds of our Community and Members of Congress.

40

ADVANCING TOWARD IMPACT AID FULL FUNDING ACT

From NAFIS Talking Points Letter:




National Association of Federally Impacted Schools

Because of the end of the budget caps and the new administration, NAFIS recommends introduction of an authorizing bill aimed at fully funding the Impact Aid program. This means fully funding the Basic Support formula, providing a proportional increase to Federal Property, and increasing the CWD payment to \$2,000 per student (or \$1,000 for an off-base military-connected student). This legislation would lay out a five year glidepath to Impact Aid full funding, splitting the \$1.1 billion request evenly over five years. The total increase for each year would be \$210 million.

41

ADVANCING TOWARD IMPACT AID FULL FUNDING ACT

From NAFIS Talking Points Letter:




National Association of Federally Impacted Schools

As appropriations levels are not set in authorizing statutes, the Advancing Toward Full Impact Aid Funding glidepath bill would serve as a messaging bill for the Appropriations Committees. Strong bipartisan support would send a clear message to the Appropriations Committees that Impact Aid full funding is a priority and would strengthen messaging for significant increases. We are working to secure bipartisan leaders for House and Senate introduction of the bill.

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ADVANCING TOWARD IMPACT AID FULL FUNDING ACT

From NAFIS Talking Points Letter:

 National Association of Federally Impacted Schools

Goal: Secure funding to increase the 2009 appropriations for Section 7002 to \$104,208,335*.


***Current funding (\$76M) + Ask in Biden Transition Memo (\$54M) = \$130M**

The Ask: SPONSOR or COSPONSOR the Advancing Toward Impact Aid Full Funding Act

- The Federal government has a responsibility to fully fund Impact Aid. It has not met this responsibility since 1969.
- Five year glidepath would provide meaningful annual increases to districts.

43


WAIT A MINUTE, AREN'T SCHOOLS ROLLIN IN COVID CASH?



The biggest point to hit in these conversations is the difference between COVID relief funding and annual appropriations. Be sure to thank the offices you meet with for the COVID funding and briefly discuss how you are using it, with a focus on COVID-specific projects (improved ventilation, technology, PPE, etc.). Then, focus on the importance of Impact Aid funding as your general operating funds.

44

WAIT A MINUTE, AREN'T SCHOOLS ROLLIN IN COVID CASH?



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45

Whether in-person or not, we will be conducting a “Hill Day”

[illegible]

Use this worksheet to prepare your 60 second elevator speech to share who you are, explain why Impact Aid matters, and make your ask to policymakers.

IDENTIFY YOUR AUDIENCE
Who is your elected official?
Who are you meeting with?

What is their motivation?
Are they Impact Aid (IA)
supporters?

IDENTIFY YOURSELF
Who are you? What school district do you represent?

How does your district use IAD? What % of your budget is IAD? What would you have

to cut if SA were eliminated?
What have you accomplished
using SA? (Share stories)

THE ASK
What do you want

the policymaker to do?
(Reference your NAFIS
taking points)

Practice out loud and then contact your elected officials.

 National Association
of Federally Impacted Schools