Schuyler Community Schools
Board of Education Regular Meeting
Monday, December 14, 2020 6:30 PM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Call Meeting to Order
I.A. Pledge of Allegiance
I.B. Declaration of Open Meeting
II. Approval of Consent Agenda
II.A. Agenda
II.B. Minutes
II.C. Acceptance of Claims
II.C.1. Bills of $5,000 or more
II.D. Financial
II.E. Other Listed Reports
III. Public Forum - We ask that all presentation be limited in their length.
III.A. Recognition of visitors and guests
III.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)
III.C. Student Representative's Report
IV. Action Items
IV.A. Board Policy, Handbooks, and Support Programs
IV.A.1. Consider, discuss, and take action to approve extension of the certificated staff early retirement policy.
IV.B. Governance: Public Relations, Technology, and Planning
IV.B.1. Consider, discuss and take.action to approve amending 2nd semester calendar.
IV.C. Budget, finance, negotiations, and personnel
IV.C.1. Consider, discuss, and take action to approve the 2021-22 Certificated Staff Master Agreement.
IV.C.2. Consider, discuss, and take action to approve the 2020-21 teacher incentive program.
IV.C.3. Consider, discuss, and take action to approve the sale of District 4-R Real Estate.
IV.C.4. Consider, discuss, and take action to approve new hire recommendation.
V. Discussion Items and Reports
V.A. Priority School December Update
V.B. Review 2020 Strategic Plan and Final Report
V.C. Principals Reports
V.D. Directors Reports
V.E. Superintendent's Report
V.F. Board Member/Committee Reports

VI. Correspondence Items
VII. Adjournment

Prepared by: Christina Bywater, Secretary to the Board

Schuyler Community Schools
Board of Education Regular Meeting
Monday, December 14, 2020 6:30 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400

I. Call Meeting to Order

I.A. Pledge of Allegiance

I.B. Declaration of Open Meeting

II. Approval of Consent Agenda

II.A. Agenda

II.B. Minutes

II.C. Acceptance of Claims

II.C.1. Bills of $5,000 or more

II.D. Financial

II.E. Other Listed Reports

III. Public Forum - We ask that all presentation be limited in their length.

III.A. Recognition of visitors and guests

III.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)

III.C. Student Representative's Report

IV. Action Items

IV.A. Americanism: Curriculum, Assessment, and Instructional Programs

IV.B. Governance: Public Relations, Technology, and Planning

IV.B.1. Consider, discuss and take.action to approve amending 2nd semester calendar.

IV.C. Budget, finance, negotiations, and personnel

IV.C.1. Consider, discuss, and take action to approve the 2021-22 Certificated Staff Master Agreement.

IV.C.2. Consider, discuss, and take action to approve the 2020-21 teacher incentive program.

IV.C.3. Consider, discuss, and take action to approve the sale of District 4-R Real Estate.

IV.C.4. Consider, discuss, and take action to approve new hire recommendation.

V. Discussion Items and Reports

V.A. Priority School December Update

V.B. Principals Reports

V.C. Directors Reports

V.D. Superintendent's Report

V.E. Board Member/Committee Reports

VI. Correspondence Items

VII. Adjournment

Prepared by: Sally Jakub, Secretary to the Board

Schuyler Community Schools
Board of Education Regular Meeting
Monday, November 9, 2020 6:30 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400

Posting Locations:

- Schuyler Sun
- District Office Building Front Door
- Schuyler Post Office
- Colfax County Courthouse

Posted Date: 11-5-2020
Attendance Taken at 6:24 PM.

Virginia Semerad:	Absent
Richard Brabec:	Present
Mynor Hernandez:	Present
Nina Lanuza:	Present
Chuck Misek:	Present
Brian Vavricek:	Present

Present: 5, Absent: 1.

I. Call Meeting to Order

Procedural Item

STRIVE - COMMIT - SUCCEED - District Mission Statement

Schuyler Community Schools in partnership with parents, students, and the community is committed to educate students to become skilled, knowledgeable and responsible citizens in a global society - District Vision Statement

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public. Notice of this meeting was also given in advance to all members of the Board of Education

I.A. Pledge of Allegiance

Procedural Item

I.B. Declaration of Open Meeting

Procedural Item

This meeting has been preceded by advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is included in the agenda and posted in the front of the meeting room.

Nebraska Open Meetings Act:
http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct_current.pdf

II. Approval of Consent Agenda

Consent Agenda

Discuss, Consider and Take Action on the consent agenda

II.A. Agenda

Consent Item

II.B. Minutes

Consent Item

II.C. Acceptance of Claims

Consent Item

II.C.1. Bills of $5,000 or more

Consent Item

II.D. Financial

Consent Item

II.E. Other Listed Reports

Consent Item

III. Public Forum - We ask that all presentation be limited in their length.

Information Item

III.A. Recognition of visitors and guests

Information Item

Rich Brabec

III.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)

Information Item

III.C. Student Representative's Report

Information Item

- Fall Break was good - could always use more time off
- Winter sports have started conditioning - basketball will use the new gym - will put the starters on the screen in a hype video - students are excited about this!
- One-Act starts competing November 21st - run through all memorizing - fastest time was 31:00 - explain timing -
- Jeans Day money was collected on behalf of student council and the money was donated to Terry Spale.
- Thanksgiving Break is coming up - November 25th, 26th, 27th.
- Band got a superior rating at the last home game - now getting ready for Winter Concerts
- Speech practices have started - working on memorizing lines

IV. Action Items

Procedural Item

IV.A. Board Policy, Handbooks, and Support Programs

Information Item

Virgina Semerad, Rich Brabec, Nina Lanuza
This committee is responsible for annual review of board policies, handbooks, and crisis/safety plans. This committee is also responsible for the support and development of support programs(nursing, food service) in the district.

IV.A.1. Consider, discuss, and take action to approve second reading of the final NASB new and amended board policies for the 2020-21 school year.

Action Item

Included below is an explanation of the NASB final board policy update for this fall. Most changes from this year's Legislative Session have already been dealt with in previous Policy Updates, but this email includes three more revisions and one new policy.
Policy 402.15 Staff Conduct With Students has some revisions to incorporate mandates from LB1080 and has had a general cleanup of prohibited conduct descriptions. As in the past, this policy may require some discussion within your administration and staff to determine whether all the prohibitions are appropriate for your district, but the various requirements of LB1080 must be kept. I'll be glad to answer any questions that may arise.
Policy 404.02 Employee Injury On The Job meets the requirements of LB1186 which adds a seven-day period of Injury Leave for certain cases of employee injury.
Policy 404.13 School Closure Under Extraordinary Circumstances address a paragraph in 79-8,106 and is also a policy that may be requested by federal authorities if staff pay during emergency closure involves federal grants.
Policy 503.04 Addressing Barriers To Attendance has one brief revision to add illnesses related to mental health as a reason for consideration in addressing barriers to attendance for individual students.

I have also attached redline versions of the three revisions for your use. Thank you for your interest in school policy.
Jim Luebbe, NASB Director of Policy Services

Motion to approve first reading of new and amended NASB Policy updates as presented. Passed with a motion by Richard Brabec and a second by Brian Vavricek. Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

IV.A.2. Consider, discuss, and take action to approve extension of the certificated staff early retirement policy.

Action Item

The certificated staff Early Retirement Incentive Program Policy, 406.05 sunset at the end of the 2019-20 school year.

"The ERIP program and policy, and all benefits provided herein, shall expire and be of no force and effect with regard to eligibility under this ERIP as of August 31, 2020, and as to participation in this ERIP as of August 31, 2023. "

At the present time, the board of education is currently in negotiations with the SEA on the 2021-22 Certificated Staff Master Contract. The negotiations committee recommends tabling this item until contract negotiations for 2021-22 are settled.

Motion to Table action on extending Early Retirement Incentive Program Policy 406.05. Passed with a motion by Chuck Misek and a second by Brian Vavricek. Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

IV.B. Budget, finance, negotiations, and personnel

Procedural Item

Chuck Misek, Rich Brabec, Brian Vavricek
This committee is responsible for budget, finance, and contract negotiations with administration, certificated staff, and support staff.

IV.B.1. Consider, discuss, and take action to accept the 2019-2020 District Audit and Annual Financial Reports.

Action Item

Members of the finance committee met with Pekny and Associates to discuss the 2019-20 AFR and Audit Report. In the past, Pekny's attended the meeting and went through the documents at that time. Again, this year members of the finance committee met at Pekny and Associates to review both documents.

If other members of the board would like to have a more formal review, we will arrange a time to meet and review this information. The two reports were reviewed and

submitted to the Department of Agriculture, Nebraska Department of Health and Human Services, and Nebraska Department of Education by November 1st and 5th as required by law.

The board should go on record as accepting the reports as filed. See the attached electronic copy of the 2019-20 Audit and Financial Reports as filed with the Department of Education.

Motion to accept the 2019-2020 District Audit and Annual Financial Reports as filed. Passed with a motion by Brian Vavricek and a second by Mynor Hernandez.
Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

IV.B.2. Consider, discuss, and take action to accept staff resignations.

Action Item

1. **Alexandra Carrera:** Para Educator - Richland Dual Language Program

Motion to accept staff resignation as presented. Passed with a motion by Mynor Hernandez and a second by Nina Lanuza.
Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

V. Discussion Items and Reports

Procedural Item

V.A. High School Priority School Report

Action Item

High school administrators met with KLK on October 26th, and 27th via zoom. We also had KLK and our state department representatives on site on November 2nd and 3rd. During this time we once again conducted teacher observations utilizing zoom technology and the coaching strategy called 5 minute feedback with value add. We started using a google form to collect data on engagement as well as APL strategies. The main focus of our discussion over the last few weeks have been on data use to drive our instruction at the high school. Mark Brady from ESU 7 has played a key role in helping prepare and utilize data to make our programs stronger. This information represents work being done for our improvement goal on "Graduation Rate and Staff and Student Culture."

Section 1 of our priority plan addresses the importance of a "Mission Driven" school. During our priority meetings, we have discussed our strategic plan, the power of Thoughtexchange to hear all voices in this process as well as creating core beliefs, and norms in our schools. Our admin team created a list of the "Big 10" walkthrough items that we are looking for during our coaching sessions. It is just one more way we are trying to keep all staff on the same page when it comes to instructional improvement.

Work is still being done with the "chronic absenteeism" portion of our plan. We continue to meet with students and develop plans for intervening with students who have missed school and working with our county attorney to help families in need.

The final section of our plan is our "English Learners." Our consultants made a trip to visit our newcomer's program, and were very happy with the way things are progressing. When reviewing our Renaissance data, we have seen some excellent growth from students and know our program is making a difference. We will continue to work on utilizing language acquisition strategies in the classroom and differentiation strategies in all areas.

Below is a link to our priority plan. Again, if you have any questions or concerns, don't be afraid to contact one of the high school administrators.

https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/908802/Draft_2018-2021_Schuyler_Priority_Plan__1_.pdf

V.B. Principals Reports

Information Item

Building Principals

Preschool and SES 3-5 Principal's Report: Mr. Comley
Program/Staff Member Spotlight: This month I want to highlight Tori Oehlrich. Mrs. Oehlrich has done an outstanding job helping SES students, parent, and teachers through the medical questions that may come up during these trying times. When Mrs Oehlrich does not know an answer she will find out the answer and does so with a smile. I want to say thank you Mrs Oehlrich! We appreciate all you do!

SES K-2 Principal's Report: Mrs. Neesen
Program/Staff Member Spotlight: This month I would like to highlight the work of Isidro Adame. Isidro is someone who we can always count on, then go above and beyond the call of duty. On top of his work duties, he always greets staff and students with a smile and friendly greeting. He builds relationships with students ensuring they have positive relationships with all adults in the building. Thank you Isidro for being a positive influence at SES!

Fisher's, & Richland Principal's Report: Ms. Bebout
Program/Staff Member Spotlight: I would like to highlight Aaron Thumann this month. He was born and attended grade school in Seward, Ne. He went to middle and high school in Utica, NE and considers himself from Utica. Aaron has earned two degrees; Bachelor of Science in K-12 Physical Education and a Masters Degree in Curriculum and Instruction. He has worked in Schuyler for 13 years, four years as a sub and nine years as a full time teacher. Aaron has taught PE, weights, and Alt Ed. He has also coached high school and middle school football, high school soccer, and high school powerlifting. Aaron has one son named Tucker who is 7 years old.

Aaron is the PE teacher at both Fisher's and Richland School. He has an amazing ability to build relationships with students. Students look forward to sharing their good things with Aaron at the start of every class. He also has such a positive attitude and outlook on life. We enjoy having him in our building.

What I really wanted to highlight is Aaron won the SHAPE Nebraska Physical Education Teacher of the Year! This is such an honor and well deserved. A quote from the person who nominated Aaron states, "Thumann's passion, hard work, care, and dedication to the health and well-being of his students is unmatched. He strives to make sure that his students are pushing themselves to be better athletes and healthier people in general. Over the course of a year, his students have worked extremely hard and broken 55 school weightlifting records, as well as approximately 2000 personal records. As a colleague of Thumann's said, "These numbers are simply staggering and truly demonstrate Aaron's ability to push students to be the best versions of themselves."

I could not be more proud to have Aaron as a teacher in the Schuyler School District!!!
****IT IS A GREAT DAY TO BE A SCHUYLER WARRIOR****

Middle School Asst. Principal's Report: Mr. Banahan
Program/Staff Member Spotlight: For my staff spotlight, I want to recognize Paula Kment, Counselor at the Middle
School. Mrs. Kment does a great job working with our students and staff to help resolve behavioral issues that arise during the school day, and also helps with lunch duty throughout the week. Most recently Mrs. Kment has worked really hard to help implement some changes to our SAT program to help get students the interventions they need to help them improve both academically and behaviorally.

She has worked with our teams to help them identify students that need extra support in the areas of Math, Language Arts, and Behaviorally. She then meets with each of our teams to help provide ideas and strategies for

our teachers to use with the identified students. She is a great resource for our teachers and students, and it is very apparent she wants the best for every student that walks into our building.

Middle School Principal's Report: Mr. Zavadil
Program Spotlight: School is moving along and students and staff are putting in extra work this year to make it as normal as possible while keeping our students safe. I would like to highlight the work that Mrs. Kment and Mr. Banahan are doing to provide a good system within Schuyler Middle School to help our students that are struggling academically and behaviorally. Mr. Banahan and Mrs. Kment have really add quite a bit of structure or our school's SAT/RTI process. I feel this added emphasis to this process will be a great proactive approach to helping our students.
Staff Member Spotlight: I would like to also Highlight the work of Mrs. Lopez. Mrs. Lopez is the office manager at Schuyler Middle School. She is a welcoming face to all of our staff and students that need to come into the office. She, like all office managers in a school is the glue that holds our whole operation together. She does a great job of reminding me of items that I may have forgotten. She does a great deal of translating for our office and the district. She was instrumental in setting up translation for our parent/teacher conference and is very supportive of our office staff and reminds us to slow down and enjoy each others' company. We are lucky to have a staff member like her in the office.
Upcoming Events: Schuyler Middle School had 82% attendance at our parent teacher conferences this year, which I feel shows how much our parents were happy to have their children back in School. P/T Conferences were a huge success. The Middle School is also gearing up to participate in the Schuyler Community Schools strategic plan. We recently started discussions in our School Improvement meetings and are holding staff meetings to start gathering feedback on last year's plan and to start getting ready to make the plan for the next school year.

High School Assistant Principal's Report: Mr. Kasik
Program/Staff Member Spotlight: I would like to spotlight our Ag Education Department this month. Mr. Hosier and Mr. Harper lead this program and have been very flexible this year as we have had to make adjustments to a number of things that they do. They continue to build relationships with folks in the community and lead this program, good work!
Staff Member Spotlight: For person spotlight I want to recognize Renee Brabec. She has really picked up the slack during those times when I am busy with Academic programs. Much of her work with transportation and schedules has required a lot of last minute adjustments. She is very detailed and dependable. My job would be much more difficult without her help!
Upcoming Events: We are just coming off of a week of Professional Development that was really well received by our staff. We will be getting their feedback as we plan our next PD events.

High School Principal's Report: Mr. Grammer
Program Spotlight: Our high school has for the past few years been searching for ways to assist our high school students who struggle in their classes and fall behind in their graduation progress. These past two years the High School has implemented the Alternative Education Program, which is housed in the Schuyler Community Schools District Office. We were fortunate to have a teacher on staff, who has a passion to work with these students. He genuinely cares about his students and i developing a strong Alt. Ed. program. Mr. Thumann has been a physical education teacher for these past ten years and has worked hard to develop a quality physical education program in our rural schools, middle school and high school in our district, as well as a quality Alt. Ed. program. Congratulations to Mr. Thumann for his hard work and dedication to our school district.
Staff Member Spotlight: The program spotlight and staff member are the same person. That's why it is an honor to recognize the Society of Health and Physical Educators of Nebraska would like to announce the recipient of the 2020 Nebraska High School Physical Education Teacher of the Year, Mr. Aaron Thumann of Schuyler Central High School.

Mr.Thumann's passion, hard work, caring attitude, and dedication to the health and well-being of his students is unmatched. He strives to make sure that his students are pushing themselves to be better athletes and healthier people in general. Over the course of a year, his students will have worked extremely hard and broken 55 school weight lifting records, as well as approximately 2000 personal records. As a colleague of Thumann's said, "These numbers are simply staggering and truly demonstrate Aaron's ability to push students to be the best versions of themselves." Thumann truly cares for his students and they know it. As a student once said, "Thumann is inspiring. I only come to weights because I know that he really cares about me and my teammates and our success." He not only focuses on the physical fitness development and emotional needs of his students, but also doing so through goal setting to add investment of his students. Thumann states, "One of the hardest things for students to understand is that wellness is not something that happens overnight or in an isolated situation, instead it is a combination of training both physically through strength training and other physical activity and mentally by having patience to allow the changes to happen and a positive mindset to keep pushing forward. Congratulations Mr. Thumann for being honored and recognized by your peers in the field of physical education.

Event Highlight: We are continuing our work with the state priority team, UNL EL team, DE cohort groups, with the SIG grant, and PBL through DE. It is cumbersome at times to schedule and plan for all the groups. But, it is worthwhile as we see growth and development of our students.

V.C. Directors Reports

Information Item

Directors

K-6 Youth Sports Director's Report: Mrs. Neesen
Program/Staff Member Spotlight: Youth Boys Basketball has been scheduled for and will be starting November 10th. Thank you to Dana Schultz for coaching and mentoring our young Warrior Athletes! Due to COVID-19, we opted to not do the traditional sign up night with families coming in. Rather, students are bringing in their signup sheets back with jerseys and activity passes given out while at school.

Warrior Academy - After-School Program Director's Report: Ms. Bebout
Program Spotlight: Warrior Academy co-hosted a Trunk-or-Treat with the Schuyler Chamber on Thursday, Oct 22nd. It was a very windy and chilly day, but the rain/drizzle stopped an hour before we got started so it was dry!!! We had around 340 children walk through and over 500 people total. Through our partnership with the Schuyler Chamber we were able to partner with 22 businesses participating in the trunk-or-treat. Everyone wore a mask and businesses handing out candy also wore gloves. It was a great night seeing all of the dressed up children and we look forward to this partnership again next year!!

SMS Activities Director's Report: Mr. Banahan
Program Spotlight: My program spotlight this month is our winter sports teams that started practicing on October 26th. Currently we have two sports in action Girls Basketball and Wrestling which has both boys and girls. For basketball we currently have 46 girls (21 - 7th graders and 25 - 8th graders). For wrestling we currently have 46 wrestlers out this season with 11 girls and 35 boys out for wrestling. Our first competitions for both sports take place next week and our athletes are excited to get started competing this season!
Spotlight Upcoming Events: Upcoming events for middle school athletics include two home basketball games on Monday vs Aquinas and Thursday vs Madison. Our wrestling team is looking forward to their first meet next Thursday with a Triangular at York High School along with Crete.

High School Activities Director's Report: Mr. Kasik
Program/Staff Member Spotlight: I would like to spotlight our Play Production Program led by Hope Petersen. The students in this program have been working very hard to put a production together and they are doing this with Covid Protocols as well as not really having the best place to practice since our Performing Arts facility is under renovation. They are hopeful that they will get to perform this season and continue to do a great job!
Staff Member Spotlight: For person spotlight I want to recognize Melissa Bulin our Athletic Trainer. She does a great job with meeting the needs of our kids and our athletic programs. Her position is paid by Columbus Community Hospital and she has been a great asset to our Athletic programs.
Upcoming Events: We are preparing for winter sports and activities and all that comes into play this year. It has been a challenge but we are excited to provide these opportunities for our kids. On October 20th we opened phase #1 of our construction project by hosting our last home VB games in the gym. We were also able to host a D-2 Volleyball game between Exeter-Milligan and Wynot. The facility was very well received for these events and we are excited to use them this winter as well.

Student Services Director's Report: Dr. Lefdal
Program Spotlight: I would like to highlight our EL and Newcomer's program. With the addition of our Newcomer's program and the collaboration between our EL teachers at the high school, we are starting to see some great growth with our students. It is also great to see our newcomer students having a voice in their education and acclimating to their new surroundings. We have created an amazing space for these students.
Notable Topics: I am excited to see the renovation of our event space moving ahead. I have shown the work in progress to a few people and they love it. This project is such a great opportunity for our students, staff, and community.
Looking ahead: I am excited for a number of things that are happening in our district. Our priority plan has some great ideas and strategies that will make our school better including utilizing data to drive our instruction as well as using walkthrough data to improve our instruction. It is truly a great day to be a Warrior!

Special Education Director's Report: Mrs. Vrba
Program/Staff Member Spotlight: My spotlight this month is on our 4th grade special education teacher, Leigh Schnoor. Leigh has the innate ability to know exactly what each student needs without drawing undue attention to him/her in the classroom. She has risen above all what could be called "normal" expectations to develop meaningful tools, learning activities and learning opportunities for all of her students. I honestly believe that Leigh hasn't had the same schedule for a week since school has started due to the fact that she is consistently readjusting/shuffling her schedule around so she may give her students more instructional time. All of Leigh's paperwork is impeccably done and turned into our office in a very timely manner! Leigh, simply put, is one of the best advocates for "our kids"!

Curriculum, Instruction, Assessment Director's Report: Dr. Gibbons
Program/Staff Member Spotlight: We had a very successful PD in October. It couldn't have happened without the staff members who stepped up and presented to their peers. Here is a list of the people who presented and their topics:
Elizabeth Lickei - Writing Across the Curriculum
Brandi Zavadil - Using Tech with EL Students
Penny Janousek - Payroll 101
Don Seehusen - Going Digital with Vocabulary
John Sayer - EdPuzzle; Discovery Education
James Watts - Edmodo; Classcraft
Joel Carrillo - The Newcomer Program
Jared Severson - Google Classroom with Google Meet; Google Meet with Whiteboard; Transfer Grades from Google to IC
Paula Kment and April Becker - Social Emotional Considerations; Mental Health Workshop
Bobbie Rocheford & Jenna Saalfeld - Apple Classroom
Rachel Wood - Teaching with the iPad Pro - The Best of Both Worlds
Samantha Ladwig - Show Me App**Rick Carter** - Teaching Through Zoom
Staci Shonka - Google Slides - Making it Interactive; EdPuzzle
Joey Lefdal - Apex Learning
Jeff Droge - Tech Tips and Troubleshooting
Jeff Duranski - Zoom 101 - How to Host a Meeting; Screen Recording - Mac & iPad
Kim Powell - Infinite Campus Q&A
Dan Rinkol - Tech Tips and Troubleshooting
Vanessa Stanek - Tech Tips and Troubleshooting
Mindy Perrin - SafeSchools Videos Help
Kady Arps - Tech Tips and Troubleshooting
Spotlight Upcoming Events: We are continuing to host our Discovery Education events across the district. We will have STEM Leader Corps and Digital Leader Corps (DLC) the third week of November. We will have our STEM K-8 activities through the month of November, including an Admin team professional development on November 30.

V.D. Superintendent's Report

Information Item

Dan Hoesing

1. **Construction Update:** The next **bi-weekly construction meeting** is scheduled for **Thursday, November 12th at 9:00**. The **punch list for the auditorium rennovation** is on **Tuesday, November 24th at 9:00.**

2. **Program/Staff Member Spotlight:** With the recent completion of the annual audit I am reminded of the attention to detail and cooperation between staff who work with finances in the district. Penny Janousek, Sally Jakub, and Shelley Friesz are responsible for the managing the books in all district funds including the activity fund and school lunch program. Additional thank you and recognition to the administrative staff assigned to supervise all activities across the district. This shared responsibility requires consistent oversight and

attention to detail in protecting the segregation of duties and ensure gates, concessions, fund raising, and many other programs that handle cash receipts are managed and deposited without error.

Program/Staff Member Spotlight: Thank you and recognition to the school nurses: **Carol Reha, Cori Vavricek, Jenna Banahan, Tori Oehlrich** and for their work in support of school health and safety during this COVID-19 Pandemic. As of Monday, November 9th, we have moved from the Yellow to ORANGE on our school COVID Operational Zones. See attached "Return to School TEMPLATE" document outlining this process. Also, see COVID-19 District-wide Data Report.

4. **2020 Strategic Plan Draft Report:** See attached report. We will present the final report in December.

V.E. Board Member/Committee Reports

Information Item

Board Members

1. **Foundation Meeting Report:** Agenda, minutes and finance reports found on the Foundation webpage. https://www.schuylercommunityschools.org

2. **NASB State Convention: Conference**: **Thursday and Friday**, November 19-20, 2019 at **CHI Health Center, Omaha**

3. **Superintendent's Evaluation:** Attached below is the superintendent's evaluation form. Please complete and send to Rich or bring it back to the December meeting. There will be paper copies for you at the meeting.

4. **New Board Members:** Congratulations to Renee Sayer and Guadalupe Marino on their election to the school board. Sally sent information to them on the new-board member workshops coming up on December 2nd or virtual workshops as scheduled. See attachment.

VI. Correspondence Items

Information Item

VII. Adjournment

Action Item

Schuyler Community Schools
Board of Education Regular Meeting Monday, November 9, 2020 6:30 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400
Posting Locations:

- Schuyler Sun
- District Office Building Front Door
- Schuyler Post Office
- Colfax County Courthouse

Posted Date: 11-5-2020

President Brabec called meeting to order at 6:33 PM. Board Members present: Brabec, Lanuza, Vavricek, Misek, and Hernandez. Absent: Semerad

President Brabec read the Mission Statement and declared the meeting to be in open session. All school board members and the public were notified of the meeting in advance according to State Law 84-1411. All present participated in the Pledge of Allegiance.

The Student representative gave a report on the many activities happening at the high school.

Motion to approve first reading of new and amended NASB Policy updates as presented. Passed with a motion by Richard Brabec and a second by Brian Vavricek.

Motion to Table action on extending Early Retirement Incentive Program Policy 406.05. Passed with a motion by Chuck Misek and a second by Brian Vavricek.

Motion to accept the 2019-2020 District Audit and Annual Financial Reports as filed. Passed with a motion by Brian Vavricek and a second by Mynor Hernandez.

Motion to accept staff resignation from Alexandra Carrera: Para Educator - Richland Dual Language Program as presented. Passed with a motion by Mynor Hernandez and a second by Nina Lanuza.

Principals Bebout/Grammer shared with the board that the Society of Health and Physical Educators of Nebraska has awarded the 2020 Ne High School Physical Education teacher of year to Aaron Thumann.

All present shared one good thing.

Dr. Hoesing talked about Covid-19 and how the schools nurses are working with the East Central District and following their recommendations.

Motion to adjourn at 7:59 PM. Passed with a motion by Vavricek a second by Hernandez.

To view the board meeting you can use this link:
https://zoom.us/rec/share/KAnDPjqU522l0csEDdurPpSbcrw2MjTMgS_OZfS4Sxu7NZbMjF7qsSmJJfyQPmv6.n9bThu4Q-QQtR-EL

SCHUYLER COMMUNITY SCHOOLS
MONTHLY DISBURSEMENT REPORT
For the month of DECEMBER 2020

Check #	Date	Vendor	Description	Amount
42410	12/14/2020	Agri-City Insurance Agency LLC	policy change premium	$7,987.00
42411	12/14/2020	SYNCB/AMAZON	supplies	$1,506.73
42412	12/14/2020	Americom Communications	security maintenance	$977.50
42413	12/14/2020	Bilingual Marketplace	Conference registration	$200.00
42414	12/14/2020	Black Hills Energy	natural gas	$1,558.98
42415	12/14/2020	BOMGAARS	supplies	$948.21
42416	12/14/2020	Broadcast Music, Inc	Music license fee	$254.53
42417	12/14/2020	Callaway Rolloffs LLC	disposal services 4R	$1,746.90
42418	12/14/2020	Casey's Business MasterCard	fuel	$15.56
42419	12/14/2020	Cenex Fleetcard	fuel	$69.94
42420	12/14/2020	CenturyLink	phone	$275.02
42421	12/14/2020	CenturyLink	phone	$2,510.01
42422	12/14/2020	Central Nebraska Rehab Services	OT/PT services	$14,574.39
42423	12/14/2020	CHI Health	DOT drug screens/physicals	$254.00
42424	12/14/2020	Colfax County Clerk	Election costs	$1,165.42
42425	12/14/2020	Cornhusker Public Power District	electricity	$1,663.50
42426	12/14/2020	Culligan Water Conditioning	soft water plan	$82.10
42427	12/14/2020	David City Public School	Hlavac ins	$2,841.68
42428	12/14/2020	Department Of Utilities	utilities	$25,904.76
42429	12/14/2020	Des Moines Stamp Manufacturing Co	supplies	$38.40
42430	12/14/2020	Didier Grocery	supplies	$5,406.57
42431	12/14/2020	Dietze Music House, Inc.	Repairs, supplies	$393.99
42432	12/14/2020	Discovery Education, Inc.	SIG STEM/DLC PD	$12,500.00
42433	12/14/2020	DJ Software Specialties	license renewal	$1,350.00
42434	12/14/2020	Eagle Broadband	internet	$779.08
42435	12/14/2020	Eakes Office Products Center	copies,printer	$2,962.04
42436	12/14/2020	Electrical Engineering & Equipment Co	supplies	$433.92
42437	12/14/2020	Engineered Air	repairs	$633.66
42438	12/14/2020	Educational Service Unit #2	E Library 20-21	$1,636.50
42439	12/14/2020	ESU 7 Distance learning	Jan-Mar DL fees	$697.47
42440	12/14/2020	Educational Service Unit 7	supplies	$47.99
42441	12/14/2020	ESU #7 Special Education	SPED services	$43,316.37
42442	12/14/2020	Father's Flanagan's Boys Home	Common Sense Parenting	$3,000.00
42443	12/14/2020	FP Mailing Solutions	postage meter fees	$342.00
42444	12/14/2020	Fremont Winnelson Co	supplies	$193.90
42445	12/14/2020	Frontier	phone	$104.61
42446	12/14/2020	Gartner & Associates Co Inc	HS rooftop motor	$195.00
42447	12/14/2020	Greater Nebraska Schools Association	20-21 dues	$4,250.00
42448	12/14/2020	Guarantee Roofing & Sheet Metal Inc	HS roof repairs	$3,026.05
42449	12/14/2020	HireRight Solutions Inc	Annual fee	$250.00
42450	12/14/2020	Hometown Leasing	copier lease	$5,548.74
42451	12/14/2020	Craig Horejsi	Richland mowing	$1,550.00
42452	12/14/2020	Innovative Office Solutions, LLC	supplies	$43.89
42453	12/14/2020	J & B Auto Parts	supplies	$69.24
42454	12/14/2020	Jackson Services Inc	linens	$1,156.85
42455	12/14/2020	Johnstone Supply	suppleis	$401.46
42456	12/14/2020	John's Tire Sales & Services	repairs	$113.00

42457	12/14/2020	Jostens, Inc	diploma	$12.58
42458	12/14/2020	Junior Library Guild	subscription renewals	$2,480.50
42459	12/14/2020	Karel And Seckman	legal services	$78.00
42460	12/14/2020	Sharon Kreimer	Fam Lit contracted services	$286.00
42461	12/14/2020	Lightspeed Technologies, Inc	SPED supplies	$3,629.49
42462	12/14/2020	Lincoln Journal Star	board minutes	$228.94
42463	12/14/2020	Mahoney Fire Sprinkler, Inc.	Annual inspection	$495.00
42464	12/14/2020	Martin Bros Distributing Co. Inc.	PreK snacks	$624.85
42465	12/14/2020	Matheson Trigas	ag supplies	$484.82
42466	12/14/2020	Mechanical Sales Parts, Inc	HS rooftop unit repair	$2,211.55
42467	12/14/2020	Meyer Laboratory, Inc	supplies	$2,540.66
42468	12/14/2020	Midwest Alarm Services	inspection	$130.20
42469	12/14/2020	Midwest Glass Service, Inc.	MS glass	$292.50
42470	12/14/2020	Nebr Assoc Of School Boards	board training	$157.00
42471	12/14/2020	NCS Pearson Inc	SPED supplies	$636.75
42472	12/14/2020	Nebraska Public Health Environmental Laborato	Water testing	$845.00
42473	12/14/2020	Nebraska Safety Center@UNK	Level 1 Course	$600.00
42474	12/14/2020	One Source	background checks	$55.00
42475	12/14/2020	Omaha Public Power District	electricity	$246.19
42476	12/14/2020	OPTK Networks	Ethernet EVPL	$171.12
42477	12/14/2020	Parkview One Stop LLC	fuel	$856.11
42478	12/14/2020	Pekny & Associates CPA's PC	Audit	$17,850.00
42479	12/14/2020	Presto-X	pest control	$329.00
42480	12/14/2020	QC Supply, LLC	supplies	$65.78
42481	12/14/2020	Reinecke Motor Co.	repairs/maintenance	$731.36
42482	12/14/2020	Renaissance Learning, Inc	Schoolzilla 2 yr subscription	$29,670.00
42483	12/14/2020	Savvas Learning Company, LLC	Elem/Richland Math	$5,981.14
42484	12/14/2020	Sched LLC	Engage fee	$250.00
42485	12/14/2020	Schmitt Music Company	supplies	$345.41
42486	12/14/2020	Scholastic Inc	Bookflix renewal	$1,436.00
42487	12/14/2020	School Specialty, Inc	supplies	$56.35
42488	12/14/2020	Schuyler Coop Association	fuel	$2,827.55
42489	12/14/2020	Schuyler Home & Building Supply	supplies	$314.03
42490	12/14/2020	SectorNow, LLC	Updates	$429.75
42491	12/14/2020	The Sherwin Williams Co.	paint	$18.19
42492	12/14/2020	State Electrical Division	Dirkschneider Elec license	$250.00
42493	12/14/2020	TAESE	Conf registration	$400.00
42494	12/14/2020	Truck Center Companies	bus repair	$4,602.08
42495	12/14/2020	Verizon Wireless	cell phones	$478.19
42496	12/14/2020	Visa	supplies	$207.16
42497	12/14/2020	VISA	Supplies	$264.23
42498	12/14/2020	VISA	supplies	$55.00
42499	12/14/2020	Voyager Sopris Learning	SPED supplies	$373.89
42500	12/14/2020	WageWorks	Admin fees	$205.00
42501	12/14/2020	Waste Connections of NE, Inc.	sanitation services	$1,030.00
01220-01	12/15/2020	Jenna Banahan	mileage	$34.50
01220-02	12/15/2020	Ashley Faltin	college tuition reimb	$600.00
01220-03	12/15/2020	Karyee LeSuer	college tuition reimb	$800.00
01220-04	12/15/2020	Adam Robinson	CDL/Bus permit	$60.98
TOTAL GENERAL FUND DISBURSEMENTS				**$241,704.81**

2252	12/14/2020	Continental Fire Sprinkler Company	HS add'l sprinklers	$2,650.00
2253	12/14/2020	Fremont Winnelson Co	bottle stations	$4,411.45
2254	12/14/2020	Midwest Glass Service, Inc.	locks	$1,453.86
2255	12/14/2020	Mueller Sprinklers	sprinklers	$38,783.00
2256	12/14/2020	Nebraska Central Equipment Inc	2022 Blue Bird Bus	$101,495.00
2257	12/14/2020	Semerad Construction Inc	Concession stand/ticket booth	$47,400.00
2258	12/14/2020	Sizeable Storage Solutions, LLC	bus barn rent	$5,700.00
TOTAL DEPRECIATION FUND DISBURSEMENTS				**$201,893.31**
ACH Wire	12/14/2020	BOK Financial	SCHUYLERGO19	$272,015.00
ACH Wire	12/14/2020	BOK Financial	SCHUYLERGO20	$231,888.70
TOTAL BOND FUND DISBURSEMENTS				**$503,903.70**
1438	12/14/2020	The Clark Enersen Partners	professional services	$8,362.67
1439	12/14/2020	Schieffer Signs	Performing Arts sign	$1,084.30
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$9,446.97**
164	12/14/2020	Hausmann Construction, Inc.	payment	$393,206.77
ACH Wire	12/14/2020	Pinnacle Trust Services	interest/fee	$119,710.00
TOTAL QCPUF FUND DISBURSEMENTS				**$512,916.77**
436	12/14/2020	Computer Hardware, Inc.	repairs	$448.00
TOTAL STUDENT FEES FUND DISBURSEMENTS				**$448.00**

SCHUYLER COMMUNITY SCHOOLS
MONTHLY DISBURSEMENT REPORT over $5000
For the month of DECEMBER 2020

Check #	Date	Vendor	Description	Amount
42441	12/14/2020	ESU #7 Special Education	SPED services	$43,316.37
42482	12/14/2020	Renaissance Learning, Inc	Schoolzilla 2 yr subscription	$29,670.00
42428	12/14/2020	Department Of Utilities	utilities	$25,904.76
42478	12/14/2020	Pekny & Associates CPA's PC	Audit	$17,850.00
42422	12/14/2020	Central Nebraska Rehab Services	OT/PT services	$14,574.39
42432	12/14/2020	Discovery Education, Inc.	SIG STEM/DLC PD	$12,500.00
42410	12/14/2020	Agri-City Insurance Agency LLC	policy change premium	$7,987.00
42483	12/14/2020	Savvas Learning Company, LLC	Elem/Richland Math	$5,981.14
42450	12/14/2020	Hometown Leasing	copier lease	$5,548.74
42430	12/14/2020	Didier Grocery	supplies	$5,406.57
TOTAL GENERAL FUND DISBURSEMENTS				**$168,738.97**
2256	12/14/2020	Nebraska Central Equipment Inc	2022 Blue Bird Bus	$101,495.00
2257	12/14/2020	Semerad Construction Inc	Concession stand/ticket booth	$47,400.00
2255	12/14/2020	Mueller Sprinklers	sprinklers	$38,783.00
2258	12/14/2020	Sizeable Storage Solutions, LLC	bus barn rent	$5,700.00
TOTAL DEPRECIATION FUND DISBURSEMENTS				**$193,378.00**
ACH Wire	12/14/2020	BOK Financial	SCHUYLERGO19	$272,015.00
ACH Wire	12/14/2020	BOK Financial	SCHUYLERGO20	$231,888.70
TOTAL BOND FUND DISBURSEMENTS				**$503,903.70**
1438	12/14/2020	The Clark Enersen Partners	professional services	$8,362.67
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$8,362.67**
164	12/14/2020	Hausmann Construction, Inc.	payment	$393,206.77
ACH Wire	12/14/2020	Pinnacle Trust Services	interest/fee	$119,710.00
TOTAL QCPUF FUND DISBURSEMENTS				**$512,916.77**

SCHUYLER COMMUNITY SCHOOLS
Treasurer's Report
Fiscal Year 2021

SCHUYLER COMMUNITY SCHOOLS GENERAL FUND	Nov-20	YTD 2020-2021
Beginning Cash Balance	**3,610,380.31**	**2,286,133.14**
Receipts:		
Colfax county Local District Tax	199,425.59	3,895,394.95
Butler county Local District Tax	34,364.67	462,687.71
Interest	566.39	1,820.92
License Fees	600.00	600.00
Rent of Facility		0.00
Categorical Grants	23,494.89	23,494.89
Curriculum Receipts		0.00
Other Local Receipts		0.00
Private grants		0.00
ESU Receipts		0.00
State Aid	411,943.00	1,235,829.00
Special Education		0.00
SPED Transportation		0.00
State Apportionment		0.00
Distant Ed Incentive		0.00
Six Pence	2,658.00	2,658.00
Other State Receipts		0.00
High Ability Learner	13.00	12,620.00
Title 1 Part A		3,631.00
Title I part B		0.00
Title I, SIG	88,587.69	88,587.69
Title II, Part A - Staff		0.00
SPED IDEA Base		0.00
SPED Preschool		0.00
SPED IDEA Part B BASE Enrollment/Poverty	379,013.00	379,013.00
SPED IDEA, Part B Enroll		0.00
SPED Ed IDEA CEIS		0.00
SPED non public		0.00
Medicaid in the Public Schools - MIPS	16,267.34	16,267.34
NASB MEDICAID Reimbursements	12,543.98	12,543.98
Carl Perkins Fund		0.00
E-Rate Reimbursement		0.00
Migrant		0.00
Title III		36,896.00
Title III Immigrant		4,045.00
Peak ILCD/other grants		0.00
21st Century Grant		42,597.00
Title IV A SSAE Grant		0.00
EducationQuest Grant		0.00
Buffett Foundation		0.00
Scott Foundation Grant - Child Well Being		0.00
Insurance Adjustments		0.00
Sale of Property		0.00
Other Non Revenue		107.65
Transfers in		0.00
Total Receipts	**1,169,477.55**	**6,218,794.13**
Non-program Receipts		
Non-program Receipts		149.41
Lunch & Coop Fund Reimbursements	33,813.77	102,287.24
Subtotal	**33,813.77**	**102,436.65**
Transfers from CD		
Transfers IN/OUT Money Market Accounts		0.00

Total Receipts & Transfers	**1,203,291.32**	**6,321,230.78**
General Fund Cash	**4,813,671.63**	**8,607,363.92**
General Fund Disbursements	-2,146,101.44	-5,939,793.73
Transfers In/Out Money Market Accounts		0.00
Prior Period Adjustment (Voided Checks)		0.00
Total Disbursements	**-2,146,101.44**	**-5,939,793.73**
GENERAL FUND Cash Balance	**2,667,570.19**	**2,667,570.19**

SPECIAL BUILDING FUND		
Beginning Cash Balance	**697,934.77**	**2,058,408.16**
Colfax County Tax Collection	5.89	108.20
Butler County Tax Collection		0.00
School Project Support Donations		0.00
Sale of Property		0.00
Interest	41.69	513.98
2019 HS Bonds sold		0.00
Sale of Property		0.00
Non-revenue receipts		0.00
Total before non-program receipts	**47.58**	**622.18**
Non-program Receipts/transfers		0.00
Total Monthly Receipts		
Cashed CD's		0.00
Total Building Fund Cash	**697,982.35**	**2,059,030.34**
Disbursements & Transfers:		
Total Expenditures	(594895.17)	-1955943.16
Non-program Expenditures		0.00
Total Disbursements	**(594,895.17)**	**-1955943.16**
Special Building Fund Ending Balance	**103,087.18**	**103,087.18**

BOND FUND ACCOUNT		
Beginning Balance Pinnacle Bank	**570,445.80**	**444,108.37**
New Bond K-3 2007 tax collections	11,346.62	297,725.36
Interest	24.41	69.04
		0.00
Total	**11,371.03**	**297,794.40**
Bond Payment		-160,085.94
Expenditures		**0.00**
Balance 2007 bonds	**581,816.83**	**581,816.83**
Beginning Balance - County Treasurer		**0.00**
Old Bond - WW 1993 - Held by Colfax Co Treasurer		0.00
Transfers		0.00
Total Old Bond Balance		**0.00**
Beatrice Bank Holding funds		**0.00**
Total Bond Fund Balance	**581,816.83**	**581,816.83**

DEPRECIATION FUND SAVINGS		
Beginning Balance Checking accounts	**252,506.18**	**314,386.26**
Receipts		0.00
Interest on Money Market Accounts	91.09	200.96
Non-program receipts		
Total	**252,597.27**	**314,587.22**
Disbursements	-17,582.74	-79,572.69
Transfers		
Non-program disbursements		
Ending Balance Cash account/Money Market Ac	**235,014.53**	**235,014.53**
DEPRECIATION FUND INVESTMENTS:		
Beginning Balance (800011254, 800012522, 583	**87,066.65**	**87,066.65**
CD's		**0.00**
Interest		**0.00**
Ending Balance Investments	**87,066.65**	**87,066.65**
Total Depreciation Funds	**322,081.18**	**322,081.18**
QUALIFIED CAPITAL PURPOSE BONDS		
Beginning balance	**4,426,753.15**	**4,282,038.80**
PINNACLE BANK (initial deposit+interest)		
Colfax County Tax Collections	4,941.47	133,029.68
Butler County Tax Collections	734.80	15,889.07
Interest & Transfers	725.45	2,197.32
US Treasury Receipts	112,415.03	112,415.03
Total Monthly Receipts	**118,816.75**	263,531.10
Transfers		0.00
Payments/Transfer of interest		0.00
Disbursements		
Fund Balance	**4,545,569.90**	**4,545,569.90**
EMPLOYEE BENEFITS FUND		
Beginning Balance	**77,441.09**	**55,619.08**
Deposits	5,910.09	44,322.13
Total Revenue	**83,351.18**	**99,941.21**
Disbursements & Transfers:	-10,633.74	-27,223.77
Ending Balance	**72,717.44**	**72,717.44**
EMPLOYEE BENEFITS FUND INVESTMENTS:		
Beginning Balance (800010018; 55375)	**13,627.60**	**13,627.60**
SCS CD's Interest		0.00
Ending Balance	**13,627.60**	**13,627.60**
Total Employee Benefits Funds Investments	13,627.60	13,627.60
Total Employee Benefits Funds	**86,345.04**	**86,345.04**

SCS STUDENT FEES

Beginning Balance	**99,248.64**	**94,122.64**
Receipts	1,078.75	6,204.75
Total	**100,327.39**	**100,327.39**
Disbursements	-51,787.70	-51,787.70
Ending Balance	**48,539.69**	**48,539.69**

SCS ACTIVITY FUND

Beginning Balance	**319,562.45**	**338,022.23**
Receipts	134,798.79	180,465.04
Total	**454,361.24**	**518,487.27**
Disbursements	-21,602.26	-85,728.29
Ending Balance	**432,758.98**	**432,758.98**

Lunch Fund

Beginning Balance Checking accounts	**350,219.04**	**341,098.92**
Receipts	104,763.46	329,385.91
Interest	3.24	17.61
non-program receipts		0.00
Total Cash	**454,985.74**	**670,502.44**
Disbursements	-103,182.51	-318,699.21
non-program expenses		0.00
Total Expenditures	-103,182.51	-318,699.21
Total Lunch Funds	**351,803.23**	**351,803.23**

SCS COOPERATIVE FUND

Beginning Balance	**1,935.30**	**6,630.27**
Receipts	4,656.00	9,243.43
Total	**6,591.30**	**15,873.70**
Disbursements	-4,641.20	-13,923.60
Ending Balance	**1,950.10**	**1,950.10**

Submitted By:

Charles P. Misek, Treasurer

SCHUYLER COMMUNITY SCHOOLS

Revenue Summary Report

FY 2021

For the Month of NOVEMBER 2020

Account	BUDGET 2020-21	Nov-20	2020-21 YTD TOTALS	Percent Collected
Tax Collections	14,784,334.00	233,790.26	4,358,082.66	29.48%
Tuition Rec'd Other Districts	-		-	0.00%
Interest earned on Local Receipts	1,000.00	566.39	1,820.92	182.09%
CD Interest	7,500.00		-	0.00%
License Fee	3,500.00	600.00	600.00	17.14%
Community Service Activities	3,000.00		-	0.00%
Grants from Corp & other private	-	23,494.89	23,494.89	
Other Local Receipts	19,118.00		-	0.00%
ESU Receipts	2,000.00		-	0.00%
State Aid	4,119,430.00	411,943.00	1,235,829.00	30.00%
Sp Ed Programs	558,000.00		-	0.00%
Sp Ed Transportation	4,000.00		-	0.00%
State Apportionment	200,482.00		-	0.00%
Other State/Distance Learning Education			-	
High Ability Learner	6,500.00	13.00	12,620.00	194.15%
Six Pence	335,000.00	2,658.00	2,658.00	0.79%
Other State	5,000.00		-	0.00%
Title I, Part A	200,000.00		3,631.00	0.00%
Title I, part B	400,000.00		-	0.00%
Title I - School Improvement Grant	352,921.00	88,587.69	88,587.69	0.00%
Title IIA	140,000.00		-	0.00%
Title IIA, ESU7 Consortium	-		-	0.00%
IDEA, to age 5	82,576.00		-	0.00%
Sp Ed - Base	250,000.00		-	0.00%
IDEA Part B Base Enrollment Poverty		379,013.00		
Sp Ed-Part B Funds Enrollment	47,595.00		-	0.00%
Sp Ed - CEIS	45,000.00		-	0.00%
Sp Ed - Non public			-	0.00%
Medicaid in Public schools	10,000.00	16,267.34	16,267.34	0.00%
NASB NEBMAC MEDICAID	40,000.00	12,543.98	12,543.98	31.36%
Carl Perkins	5,000.00		-	0.00%
E-Rate Reimbursement	57,000.00		-	0.00%
Migrant	-		-	
Title III	80,000.00		36,896.00	46.12%
Title III Immigrant	4,575.00		4,045.00	88.42%
Peak ILCD/other grants	425.00		-	0.00%
21st Century Grant	272,109.00		42,597.00	15.65%
Title IV-A SSAE	-		-	
Save the Children Buffett Foundation			-	
Education Quest	-		-	0.00%
Scott Grant - Child Well Being			-	
Debt Services			-	0.00%
Insurance Adjustments	-		-	0.00%
Sale of Property	-		-	0.00%
Other Non Revenue Receipts			107.65	0.00%
Total Program Receipts	**22,036,065.00**	**1,169,477.55**	**5,839,781.13**	26.50%
Non Program Receipts				
Non Program Receipts	-		149.41	
Lunch, Coop Payroll or Reimb	-	33,813.77	102,287.24	
	-			

Total Receipts	**22,036,065.00**	**1,203,291.32**	**5,942,217.78**	
Total Budgeted Beginning Cash	2,286,133.14			
Total Resources Available	**24,322,198.14**			
Audit adjustments				
OTHER FUND RECEIPTS				
Depreciation Fund Receipts	448,547.09	91.09		0.00%
Employee Benefits Fund Receipts	145,560.00	5,910.09		
Qualified Capital Purpose Fund	500,000.00	118,816.75		0.00%
Activities Fund Receipts	600,000.00	134,798.79		0.00%
Lunch Fund Receipts	1,225,000.00	104,766.70		0.00%
Bond Fund	500,000.00	11,371.03		0.00%
Special Bldg Fund	150,000.00	47.58		0.00%
Cooperative Fund	100,000.00	4,656.00		0.00%
Student Fee Receipts	30,000.00	1,078.75		0.00%
TOTAL OTHER FUND RECEIPTS	**3,699,107.09**	**381,536.78**	-	
Beginning Balances	19,007,285.61			
TOTAL SCS FUND RECEIPTS	**47,028,590.84**	**1,584,828.10**	**5,942,217.78**	
Transfer				
General Fund	-		-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund			-	
Activity Fund			-	
Lunch Fund			-	
Bond Fund			-	
Special Building Fund			-	
Cooperative Fund				
Student Fees Fund			-	
TOTAL TRANSFERS		-	-	
TOTAL SCS RECEIPTS WITH TRANSFERS		**1,584,828.10**	**5,942,217.78**	

SCHUYLER COMMUNITY SCHOOLS
EXPENDITURE SUMMARY
FISCAL YEAR 2021
Monthly Expenditures

Account	2020-21 Budget	Nov-20	YTD 2020-21	Percent 2020-21
Regular Instructional Programs	12,049,546.00	847,544.04	2,472,973.24	20.52%
Special Education Instructional Programs	1,048,005.00	171,477.52	507,537.89	48.43%
Summer School	42,000.00		-	0.00%
Support Services-Pupils	950,000.00	42,831.47	138,943.62	14.63%
OT/PT/Speech/Vision	250,000.00	30,665.04	69,187.12	27.67%
Support Services-Staff	692,415.00	155,618.82	376,780.77	54.42%
General Administration	500,000.00	45,504.76	109,910.22	29.26%
Office Of The Principal	1,100,000.00	104,438.49	321,906.53	23.24%
Support Services-Business	200,800.00	16,712.26	46,670.65	23.24%
Furniture and Equipment	36,400.00		-	0.00%
Personnel Services	10,000.00		59.95	0.60%
Support Services-Maintenance & Operation	1,928,256.00	254,197.64	634,964.08	32.93%
Support Services-Pupil Transportation	225,320.00	17,014.06	33,625.66	14.92%
Community Services	90,000.00	5,776.54	19,360.35	21.51%
State Categorical Programs	385,400.00	77,531.03	144,767.29	37.56%
Federal Programs	2,195,423.00	342,976.00	960,669.71	43.76%
Debt Service	232,500.00	-	-	0.00%
Transfers	100,000.00	-	-	0.00%
Total Program Expenditures	**22,036,065.00**	**2,112,287.67**	**5,837,357.08**	**26.49%**
Non Prog. Expenditures - Misc			149.41	
Non Prog. Expenditures - Lunch & Coop		33,813.77	102,287.24	
Total Expenditures	**22,036,065.00**	**2,146,101.44**	**5,939,793.73**	
Budgeted Cash Reserve	3,000,000.00			
Total Requirements	**25,036,065.00**	**2,146,101.44**	**5,939,793.73**	
OTHER FUND DISBURSEMENTS				
Depreciation Fund Disbursements	850,000.00	17,582.74	79,572.69	9.36%
Employee Benefits Fund Disbursements	145,560.00	10,633.74	27,223.77	18.70%
Qualified Capital Purpose Fund	4,840,000.00	-	-	0.00%
Activities Fund Disbursements	600,000.00	21,602.26	85,728.29	14.29%
Lunch Fund Disbursements	1,225,000.00	103,182.51	318,699.21	26.02%
Bond Fund	1,675,000.00	-	160,085.94	9.56%
Special Bldg Fund Disbursements	3,500,000.00	594,895.17	1,955,943.16	55.88%
Cooperative	150,000.00	4,641.20	13,923.60	9.28%
Student Fee Disbursements	90,000.00	51,787.70	51,787.70	57.54%
	13,075,560.00	804,325.32	2,692,964.36	20.60%
Other fund Cash Reserves				
TOTAL DISTRICT'S DISBURSEMENTS	**38,111,625.00**	**2,950,426.76**	**8,632,758.09**	
Transfer funds				
General Fund			-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund			-	
Activity Fund			-	
Lunch Fund Transfers			-	
Bond Fund			-	
Special Building Fund			-	
Cooperative Fund			-	
Student Fees Fund			-	
Transfer funds		-	-	
TOTAL DISTRICT EXPENDITURES		**2,950,426.76**	**8,632,758.09**	

SCHUYLER COMMUNITY SCHOOLS
LUNCH PROGRAM
BUDGET TO ACTUAL
FISCAL YEAR 2021

Receipts:	**Budget 2020-2021**	**November 2020**	**YTD Actual 2020-2021**	**% of Budget**
Sale of Meals	100,901.08	2,055.44	15,362.74	15.23%
Interest	500.00	3.24	17.61	3.52%
State Reimbursement	7,000.00		0.00	0.00%
Federal Reimbursement	775,000.00	102,708.02	314,023.17	40.52%
Other Income	500.00		0.00	0.00%
Other Non-Revenue Income	0.00		0.00	
Transfer	0.00		0.00	
Non-program receipts	0.00		0.00	0.00%
Total Receipts	**883,901.08**	**104,766.70**	**329,403.52**	**37.27%**
Beginning Cash	341,098.92			
Transfer between accts				
Total Receipts & Beg. Cash	**1,225,000.00**			
Expenditures				
Regular Salaries	321,000.00	27,831.45	83,780.48	26.10%
Substitute Salaries	15,000.00	3,429.47	10,997.80	73.32%
Employee Benefits	160,500.00	15,680.28	47,171.83	29.39%
Contracted Services	1,000.00		0.00	0.00%
Gas & Van Service	1,500.00	65.00	260.50	17.37%
Food	620,000.00	48,494.87	153,742.42	24.80%
Software	5,000.00		0.00	0.00%
Supplies & Materials	30,000.00	7,654.97	21,454.83	71.52%
Equipment	60,000.00		0.00	0.00%
Equipment Repair	8,000.00		1,062.01	13.28%
Miscellaneous	3,000.00	26.47	229.34	7.64%
Non-program Expenditures	0.00		0.00	
Total Expenditures	**1,225,000.00**	**103,182.51**	**318,699.21**	**26.02%**
Necessary Cash Reserves	**0.00**			
TOTAL REQUIREMENTS	**1,225,000.00**			
Transfers back between accts				
Revenue over Expenses		**1,584.19**	**10,704.31**	

REVENUE REPORT	2012-13	%	2013-14	%	2014-15	%	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%	2020-21	%
September Total	**$3,243,881.77**	**20.04%**	**$3,265,998.95**	**18.78%**	**$3,689,300.73**	**17.69%**	**$3,777,399.57**	**18.11%**	**$3,834,741.76**	**18.88%**	**$4,269,068.23**	**21.29%**	**$4,203,426.68**	**19.61%**	**$4,094,118.24**	**18.66%**	**$4,232,590.23**	**19.21%**
Local/County	$2,721,553.23	29.79%	$2,722,697.71	27.36%	$2,959,876.38	25.25%	$3,296,850.19	25.42%	$3,244,512.16	24.10%	$3,616,567.87	24.80%	$3,871,636.68	25.65%	$3,604,268.24	24.38%	$3,774,311.58	24.35%
State	$486,165.87	8.37%	$517,078.69	8.34%	$581,961.52	8.41%	$406,284.76	7.95%	$405,292.50	8.03%	$318,484.56	8.39%	$327,782.00	7.31%	$440,597.00	8.66%	$411,943.00	7.74%
Federal	$35,044.21	2.85%	$26,108.00	2.12%	$147,462.83	6.66%	$74,077.43	2.66%	$184,795.20	10.34%	$334,015.80	20.00%	$4,008.00	0.22%	$49,218.00	3.17%	$46,228.00	3.80%
Other	$1,118.46	11.18%	$114.55	1.15%	$0.00	0.00%	$187.19	1.87%	$141.90	1.42%		0.00%		0.00%	$35.00	0.01%	$107.65	10.77%
October Total	**$800,294.79**	**24.99%**	**$849,385.19**	**23.67%**	**$819,772.20**	**21.62%**	**$919,934.61**	**22.52%**	**$800,032.03**	**22.82%**	**$812,931.69**	**25.34%**	**$681,958.11**	**22.79%**	**$1,377,824.61**	**24.94%**	**$816,726.35**	**22.91%**
Local/County	$269,910.85	32.75%	$259,569.32	29.96%	$225,585.97	27.18%	$465,936.95	29.02%	$353,056.80	26.72%	$334,446.13	27.10%	$325,062.51	27.80%	$596,074.99	28.41%	$351,235.35	26.62%
State	$493,020.87	16.85%	$523,529.69	16.79%	$588,572.52	16.92%	$444,247.15	16.65%	$416,054.50	16.27%	$284,749.00	15.89%	$341,484.00	14.93%	$391,391.00	16.34%	$424,550.00	15.72%
Federal	$35,048.93	5.70%	$349.10	2.15%	$3,548.58	6.82%	$9,750.51	3.02%	$30,675.73	12.06%	$193,736.56	31.60%	$15,411.60	1.05%	$390,312.22	28.31%	$40,941.00	7.17%
Other	$2,314.14	34.33%	$65,937.08	660.52%	$2,065.13	20.65%	$0.00	1.87%	$245.00	3.87%		0.00%		0.00%	$46.40	0.02%		10.77%
November Total	**$681,651.52**	**29.20%**	**$670,719.61**	**27.53%**	**$704,918.79**	**25.00%**	**$841,237.42**	**26.56%**	**$934,567.57**	**27.42%**	**$404,661.44**	**27.36%**	**$647,571.18**	**25.81%**	**$771,613.90**	**28.46%**	**$1,169,477.55**	**28.22%**
Local/County	$95,304.63	33.79%	$112,741.80	31.10%	$98,109.77	28.01%	$115,861.20	29.91%	$158,699.52	27.90%	$111,941.11	27.87%	$179,813.65	28.99%	$197,185.63	29.74%	$258,451.54	28.28%
State	$483,165.87	25.17%	$515,078.69	25.09%	$581,961.52	25.33%	$0.00	16.65%	$405,292.50	24.30%	$274,019.00	23.11%	$327,782.00	22.24%	$468,434.00	25.55%	$414,614.00	23.52%
Federal	$97,466.14	13.62%	$35,415.49	5.03%	$24,291.13	7.92%	$723,064.57	29.03%	$370,575.55	32.80%	$7,103.33	32.03%	$139,975.53	8.62%	$105,878.47	35.13%	$496,412.01	48.03%
Other	$5,714.88	91.47%	$7,483.63	735.35%	$556.37	26.22%	$2,311.65	24.99%	$0.00	3.87%	$11,598.00	115.98%		0.00%	$115.80	0.04%		10.77%
December Total	**$862,123.68**	**34.53%**	**$800,090.95**	**32.13%**	**$894,606.37**	**29.29%**	**$1,243,678.07**	**32.52%**	**$863,838.51**	**31.68%**	**$683,867.94**	**30.77%**	**$745,256.34**	**29.28%**	**$896,769.14**	**32.55%**	**$0.00**	**28.22%**
Local/County	$272,803.54	36.78%	$192,538.93	33.03%	$226,629.75	29.95%	$307,081.16	32.28%	$266,290.80	29.88%	$264,179.54	29.68%	$295,771.34	30.95%	$92,217.14	30.37%		28.28%
State	$569,949.87	34.98%	$607,161.69	34.89%	$655,231.52	34.80%	$914,854.52	34.57%	$405,292.50	32.33%	$395,674.00	33.54%	$449,485.00	32.27%	$492,476.00	35.22%		23.52%
Federal	$3,417.77	13.90%	$0.00	5.03%	$7,379.81	8.25%	$14,668.35	29.55%	$192,255.21	43.56%	$24,014.40	33.47%	$0.00	8.62%	$312,026.00	55.23%		48.03%
Other	$15,952.50	251.00%	$390.33	739.26%	$5,365.29	79.87%	$7,074.04	95.73%	$0.00	3.87%	$0.00	115.98%	$0.00	0.00%	$50.00	0.05%		10.77%
January total	**$1,292,143.75**	**42.51%**	**$2,125,248.63**	**44.35%**	**$1,840,957.36**	**38.12%**	**$2,258,459.02**	**43.35%**	**$1,894,173.38**	**41.00%**	**$2,829,527.97**	**44.88%**	**$2,143,935.43**	**39.29%**	**$1,990,036.12**	**41.62%**	**$0.00**	**28.22%**
Local/County	$665,610.57	44.07%	$1,194,008.87	45.03%	$1,173,520.62	39.96%	$1,324,921.74	42.50%	$1,361,047.88	39.98%	$1,549,462.72	40.31%	$1,456,969.16	40.60%	$1,494,719.34	40.48%		28.28%
State	$572,198.87	44.83%	$606,631.69	44.67%	$655,231.52	44.27%	$931,190.66	52.80%	$522,738.50	42.68%	$521,133.00	47.27%	$587,974.82	45.39%	$492,476.00	44.89%		23.52%
Federal	$44,861.18	17.55%	$324,573.84	31.44%	$11,844.10	8.79%	$2,346.62	29.64%	$3,497.12	43.75%	$758,932.25	78.91%	$98,991.45	13.97%	$2,840.78	55.41%		48.03%
Other	$9,473.13	345.73%	$34.23	739.60%	$361.12	83.48%		95.73%	$6,889.88	72.77%		115.98%	$0.00	0.00%	$0.00	0.05%	$0.00	10.77%
February Total	**$1,220,138.54**	**50.05%**	**$1,148,504.60**	**50.96%**	**$1,728,208.84**	**46.41%**	**$852,443.43**	**47.44%**	**$1,182,532.68**	**46.82%**	**$968,000.97**	**49.70%**	**$1,506,024.77**	**46.31%**	**$1,099,000.32**	**46.63%**	**$0.00**	**28.22%**
Local/County	$252,933.44	46.84%	$247,669.25	47.52%	$255,338.86	42.14%	$262,178.17	44.52%	$285,384.80	42.10%	$346,579.55	42.68%	$484,057.23	43.81%	$309,750.97	42.57%		28.28%
State	$845,016.92	59.37%	$891,484.60	59.05%	$1,030,379.73	59.16%	$523,430.65	63.05%	$735,559.01	57.25%	$621,370.07	63.64%	$680,247.54	60.56%	$769,209.02	60.01%		23.52%
Federal	$3,615.29	17.84%	$8,725.67	32.15%	$442,490.25	28.78%	$66,834.61	32.04%	$161,430.75	52.79%		78.91%	$341,720.00	32.45%	$20,040.33	56.70%		48.03%
Other	$118,572.89	1531.46%	$625.08	745.85%	$0.00	83.48%		95.73%	$158.12	74.35%	$51.35	116.49%		0.00%		0.05%		10.77%
March total	**$1,555,657.68**	**59.66%**	**$1,088,408.12**	**57.22%**	**$1,211,095.78**	**52.21%**	**$1,513,121.85**	**54.70%**	**$876,612.25**	**51.14%**	**$1,614,261.92**	**57.75%**	**$1,197,908.35**	**51.90%**	**$1,576,841.46**	**53.81%**	**$0.00**	**28.22%**
Local/County	$452,827.33	51.79%	$322,560.66	50.76%	$425,766.41	45.77%	$485,798.34	48.27%	$343,463.17	44.65%	$874,833.73	48.68%	$735,622.34	48.68%	$1,050,597.26	49.68%		28.28%
State	$575,647.87	69.28%	$628,728.00	69.19%	$664,297.52	68.76%	$500,780.51	72.85%	$523,290.50	67.62%	$505,145.00	76.95%	$451,351.00	70.63%	$505,545.00	69.94%		23.52%
Federal	$526,637.48	60.66%	$136,430.87	43.25%	$120,632.85	34.23%	$515,712.32	50.59%	$9,786.44	53.33%	$232,369.39	92.82%	$10,874.49	33.03%	$20,699.20	58.04%		48.03%
Other	$545.00	1536.91%	$688.59	752.73%	$399.00	87.47%	$10,830.68	204.04%	$72.14	75.07%	$1,913.80	135.63%	$60.52	0.61%		0.05%		10.77%
April Total	**$1,171,427.67**	**66.90%**	**$1,633,241.15**	**66.61%**	**$1,863,742.31**	**61.15%**	**$2,030,684.75**	**64.43%**	**$2,508,145.70**	**63.49%**	**$1,882,637.98**	**67.14%**	**$1,790,266.77**	**60.25%**	**$2,828,317.75**	**66.71%**	**$0.00**	**28.22%**
Local/County	$549,372.21	57.81%	$1,008,894.58	60.89%	$998,263.70	54.29%	$1,277,509.82	58.12%	$1,354,835.34	54.72%	$1,226,461.20	57.09%	$1,335,750.77	57.53%	$1,389,422.05	59.08%		28.28%
State	$534,523.87	78.48%	$608,417.69	79.01%	$684,985.53	78.66%	$509,797.76	82.83%	$530,337.50	78.12%	$130,411.00	80.39%	$452,516.00	80.72%	$566,734.00	81.07%		23.52%
Federal	$87,131.59	67.75%	$13,969.09	44.39%	$180,493.08	42.38%	$243,077.17	59.34%	$619,472.86	88.00%	$525,765.78	124.31%	$2,000.00	33.14%	$872,161.70	114.21%		48.03%
Other	$400.00	1540.91%	$1,959.79	772.33%	$0.00	87.47%	$300.00	207.04%	$3,500.00	110.07%		135.63%		0.61%		0.05%		10.77%
May Total	**$3,940,649.71**	**91.25%**	**$3,932,891.88**	**89.23%**	**$4,708,506.23**	**83.73%**	**$4,701,494.65**	**86.98%**	**$5,182,724.79**	**89.01%**	**$5,392,764.13**	**94.03%**	**$4,923,775.77**	**83.22%**	**$4,918,720.22**	**89.13%**	**$0.00**	**28.22%**
Local/County	$3,090,817.05	91.64%	$3,268,977.47	93.74%	$3,823,961.03	86.91%	$3,802,993.88	87.45%	$4,437,550.99	87.67%	$4,713,266.24	89.42%	$4,459,175.77	87.07%	$4,407,221.22	88.89%		28.28%
State	$723,278.87	90.93%	$609,889.66	88.85%	$663,745.52	88.25%	$556,121.29	93.72%	$516,629.50	88.35%	$674,811.00	98.17%	$449,702.00	90.76%	$506,613.00	91.02%		23.52%
Federal	$110,514.87	76.73%	$48,453.34	48.33%	$220,669.22	52.35%	$342,379.48	71.65%	$223,752.87	100.52%	$4,686.89	124.59%	$14,898.00	33.95%	$4,886.00	114.53%		48.03%
Other	$16,038.92	1701.30%	$5,571.41	828.05%	$130.46	88.77%		207.04%	$4,791.43	157.98%		135.63%		0.61%		0.05%		10.77%
June Total	**$1,127,680.84**	**98.22%**	**$1,133,300.30**	**95.75%**	**$1,148,776.66**	**89.24%**	**$1,493,688.04**	**94.14%**	**$1,400,905.70**	**95.91%**	**$594,899.27**	**97.00%**	**$1,384,220.99**	**89.67%**	**$1,331,886.96**	**95.20%**	**$0.00**	**28.22%**
Local/County	$490,950.58	97.02%	$316,040.03	96.91%	$300,080.50	89.47%	$863,965.74	94.11%	$577,183.40	91.96%	$253,977.33	91.16%	$659,670.31	91.44%	$676,798.45	93.47%		28.28%
State	$612,293.90	101.47%	$666,530.56	99.60%	$700,820.48	98.38%	$526,569.77	104.03%	$795,801.97	104.12%	$339,195.00	107.11%	$508,033.00	102.09%	$551,800.00	101.86%		23.52%
Federal	$23,735.41	78.66%	$149,047.80	60.45%	$146,450.68	58.97%	$102,986.09	75.36%	$27,920.33	102.08%	$1,600.00	124.68%	$216,517.68	45.66%	$103,133.26	121.17%		48.03%
Other	$700.95	1708.31%	$1,681.91	844.87%	$1,425.00	103.02%	$166.44	208.70%	$0.00	157.98%	$126.94	136.90%		0.61%	$155.25	0.08%		10.77%
July Total	**$175,787.22**	**99.30%**	**$211,749.74**	**96.97%**	**$389,401.73**	**91.10%**	**$229,587.05**	**95.24%**	**$179,037.44**	**96.79%**	**$73,390.13**	**97.36%**	**$732,262.67**	**93.09%**	**$368,265.57**	**96.88%**	**$0.00**	**28.22%**
Local/County	$136,849.87	98.52%	$77,114.79	97.69%	$332,808.51	92.31%	$103,610.47	94.91%	$135,494.63	92.97%	$17,969.13	91.29%	$216,886.67	92.87%	$216,245.57	94.93%		28.28%
State	$0.00	101.47%	$6,837.50	99.71%	$35,084.52	98.89%	$0.00	104.03%	$0.00	104.12%	$0.00	107.11%	$102,387.00	104.37%	$152,020.00	104.85%		23.52%
Federal	$35,598.85	81.56%	$127,411.04	70.82%	$21,073.17	59.92%	$119,497.83	79.66%	$15,039.00	102.93%	$55,421.00	128.00%	$412,989.00	67.99%	$0.00	121.17%		48.03%
Other	$3,338.50	1741.69%	$386.41	848.73%	$435.53	107.38%	$6,478.75	273.49%	$28,503.81	443.02%		136.90%		0.61%		0.08%		10.77%
August Total	**$587,272.25**	**102.93%**	**$439,373.88**	**99.50%**	**$617,773.93**	**94.07%**	**$1,249,431.71**	**101.23%**	**$314,415.70**	**98.34%**	**$1,434,937.34**	**104.52%**	**$912,684.24**	**97.34%**	**$877,724.29**	**100.88%**	**$0.00**	**28.22%**
Local/County	$310,399.36	101.92%	$358,946.75	101.29%	$377,791.04	95.53%	$830,622.55	101.31%	$130,881.70	93.94%	$880,456.63	97.33%	$762,004.02	97.92%	$831,731.44	100.55%		28.28%
State	$0.00	101.47%	$41,490.58	100.38%	$0.00	98.89%	$56,784.53	105.14%		104.12%	$123,161.60	110.35%	$0.00	104.37%	$0.00	104.85%		23.52%
Federal	$229,726.99	100.24%	$38,925.14	73.99%	$216,848.53	69.72%	$283,118.59	89.84%	$183,534.00	113.20%	$431,319.11	153.83%	$146,946.22	75.93%	$44,252.85	124.02%		48.03%
Other	$47,145.90	2213.15%	$11.41	848.84%	$23,134.36	338.72%	$78,906.04	1062.55%		443.02%		136.90%	$3,734.00	37.95%	$1,740.00	0.42%		10.77%
Total Received	**$16,658,709.42**	**102.93%**	**$17,298,913.00**	**99.50%**	**$19,617,060.93**	**94.07%**	**$21,111,160.17**	**101.23%**	**$19,971,727.51**	**98.34%**	**$20,960,949.01**	**104.52%**	**$20,869,291.30**	**97.34%**	**$22,131,118.58**	**100.88%**	**$6,218,794.13**	**28.22%**
Total Budgeted	**$16,184,118.00**		**$17,386,713.00**		**$20,854,313.00**		**$20,854,313.00**		**$20,309,772.00**		**$20,055,234.00**		**$21,438,519.00**		**$21,938,519.00**		**$22,036,065.00**	
Local/County Budgeted	$9,134,315.00		$9,953,110.00		$11,721,501.00		$12,967,000.00		$13,464,451.00		$14,580,040.00		$15,096,341.00		$14,784,334.00		$15,499,631.00	
State Budgeted	$5,809,931.00		$6,199,437.00		$6,919,305.00		$5,107,423.00		$5,048,400.00		$3,795,194.00		$4,482,678.00		$5,090,531.00		$5,320,434.00	
Federal Budgeted	$1,229,872.00		$1,229,166.00		$2,213,506.00		$2,779,889.00		$1,786,921.00		$1,670,000.00		$1,849,500.00		$1,552,500.00		$1,215,000.00	
Others Budgeted	$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$511,154.00		$1,000.00	
Over/Under	**474,591.42**	**2.93%**	**(87,800.00)**	**-0.50%**	**(1,237,252.07)**	**-5.93%**	**256,847.17**	**1.23%**	**(338,044.49)**	**-1.66%**	**905,715.01**	**4.52%**	**(569,227.70)**	**-2.66%**	**192,599.58**	**0.88%**	**(15,817,270.87)**	**-71.78%**

EXPENDITURE REPORT	2012-13	%	2013-14	%	2014-15	%	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%	2020-21	%
September Total	**$1,849,309.87**	**10.70%**	**$1,617,997.97**	**9.11%**	**$1,586,003.98**	**7.93%**	**$1,546,839.29**	**7.73%**	**$1,539,984.51**	**7.57%**	**$1,543,208.42**	**7.56%**	**$1,682,014.98**	**7.85%**	**$1,776,080.23**	**8.10%**	**$1,912,853.42**	**8.68%**
Payroll and Benefits	$1,227,892.31	8.69%	$1,283,591.68	8.75%	$1,293,637.93	7.79%	$1,254,278.80	7.56%	$1,406,961.65	8.15%	$1,463,973.67	8.48%	$1,477,573.31	8.23%	$1,552,280.21	8.90%	$1,613,967.73	9.16%
Accounts Payable	$621,417.56	19.70%	$334,406.29	10.83%	$292,366.05	8.60%	$292,560.49	8.60%	$133,022.86	4.31%	$79,234.75	2.53%	$204,441.67	5.87%	$223,800.02	4.97%	$298,885.69	6.75%
October Total	**$1,333,822.76**	**18.41%**	**$1,401,716.38**	**17.00%**	**$1,610,650.56**	**15.98%**	**$1,643,562.29**	**15.95%**	**$1,672,110.74**	**15.78%**	**$1,769,382.25**	**16.24%**	**$1,798,070.83**	**16.23%**	**$1,750,705.33**	**16.08%**	**$1,812,215.99**	**16.90%**
Payroll and Benefits	$1,143,367.18	16.78%	$1,181,349.20	16.79%	$1,258,567.43	15.37%	$1,308,199.96	15.44%	$1,373,032.01	16.10%	$1,411,494.27	16.66%	$1,418,571.45	16.13%	$1,485,990.30	17.42%	$1,544,950.35	17.94%
Accounts Payable	$190,455.58	25.73%	$220,367.18	17.97%	$352,083.13	18.95%	$335,362.33	18.47%	$299,078.73	14.00%	$357,887.98	13.93%	$379,499.38	16.76%	$264,715.03	10.85%	$267,265.64	12.79%
November Total	**$1,445,993.76**	**26.77%**	**$1,536,909.02**	**25.65%**	**$1,478,880.75**	**23.38%**	**$1,538,076.50**	**23.64%**	**$1,797,062.78**	**24.61%**	**$1,691,421.13**	**24.53%**	**$1,880,881.44**	**25.01%**	**$1,964,465.29**	**25.03%**	**$2,112,287.67**	**26.49%**
Payroll and Benefits	$1,150,477.61	24.91%	$1,198,104.30	24.96%	$1,271,292.91	23.03%	$1,306,456.33	23.31%	$1,357,595.11	23.97%	$1,408,770.79	24.82%	$1,450,737.77	24.21%	$1,513,333.46	26.10%	$1,535,593.64	26.66%
Accounts Payable	$295,516.15	35.10%	$338,804.72	28.95%	$207,587.84	25.06%	$231,620.17	25.28%	$439,467.67	28.23%	$282,650.34	22.94%	$430,143.67	29.11%	$451,131.83	20.87%	$576,694.03	25.83%
December Total	**$1,357,283.75**	**34.62%**	**$1,344,398.22**	**33.22%**	**$1,446,578.00**	**30.61%**	**$1,503,918.41**	**31.16%**	**$1,573,314.08**	**32.34%**	**$1,587,829.31**	**32.31%**	**$1,690,389.95**	**32.89%**	**$1,750,121.38**	**33.01%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,148,765.66	33.04%	$1,185,882.01	33.04%	$1,244,464.16	30.53%	$1,293,460.90	31.10%	$1,352,358.36	31.80%	$1,411,764.26	32.99%	$1,453,747.63	32.31%	$1,493,938.48	34.67%		26.66%
Accounts Payable	$208,518.09	41.71%	$158,516.21	34.08%	$202,113.84	31.00%	$210,457.51	31.47%	$220,955.72	35.39%	$176,065.05	28.56%	$236,642.32	35.90%	$256,182.90	26.56%		25.83%
January total	**$1,264,922.47**	**41.94%**	**$1,312,879.88**	**40.61%**	**$1,416,599.92**	**37.69%**	**$1,478,112.93**	**38.55%**	**$1,575,058.75**	**40.08%**	**$1,633,516.52**	**40.32%**	**$1,704,823.80**	**40.84%**	**$1,853,600.58**	**41.46%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,120,649.98	40.97%	$1,177,040.50	41.05%	$1,257,022.65	38.10%	$1,298,596.35	38.92%	$1,388,499.67	39.84%	$1,438,173.00	41.32%	$1,477,790.55	40.54%	$1,535,612.56	43.48%		26.66%
Accounts Payable	$144,272.49	46.28%	$135,839.38	38.48%	$159,577.27	35.70%	$179,516.58	36.75%	$186,559.08	41.43%	$195,343.52	34.78%	$227,033.25	42.41%	$317,988.02	33.62%		25.83%
February Total	**$1,311,064.49**	**49.52%**	**$1,403,873.80**	**48.51%**	**$1,618,399.15**	**45.79%**	**$1,526,340.07**	**46.18%**	**$1,596,272.75**	**47.93%**	**$1,649,623.40**	**48.40%**	**$1,725,930.50**	**48.89%**	**$1,704,430.45**	**49.23%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,137,572.54	49.02%	$1,191,361.71	49.17%	$1,256,823.51	45.67%	$1,291,244.15	46.70%	$1,349,013.62	47.66%	$1,391,119.52	49.38%	$1,435,662.72	48.53%	$1,500,331.65	52.08%		26.66%
Accounts Payable	$173,491.95	51.78%	$212,512.09	45.37%	$361,575.64	46.33%	$235,095.92	43.67%	$247,259.13	49.44%	$258,503.88	43.02%	$290,267.78	50.74%	$204,098.80	38.16%		25.83%
March total	**$1,325,835.62**	**57.19%**	**$1,349,916.60**	**56.11%**	**$1,463,652.98**	**53.10%**	**$1,604,907.73**	**54.21%**	**$1,628,284.06**	**55.93%**	**$1,643,416.11**	**56.46%**	**$1,701,819.92**	**56.83%**	**$1,753,060.01**	**57.22%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,153,519.72	57.18%	$1,198,109.22	57.33%	$1,290,767.24	53.45%	$1,333,219.78	54.73%	$1,385,812.13	55.68%	$1,420,120.87	57.61%	$1,443,608.06	56.58%	$1,518,851.10	60.79%		26.66%
Accounts Payable	$172,315.90	57.24%	$151,807.38	50.29%	$172,885.74	51.42%	$271,687.95	51.66%	$242,471.93	57.30%	$223,295.24	50.14%	$258,211.86	58.16%	$234,208.91	43.36%		25.83%
April Total	**$1,280,538.15**	**64.60%**	**$1,330,513.12**	**63.60%**	**$1,488,270.17**	**60.55%**	**$1,393,336.22**	**61.18%**	**$1,605,283.97**	**63.82%**	**$1,595,748.63**	**64.28%**	**$1,644,321.37**	**64.50%**	**$1,719,549.38**	**65.05%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,130,521.26	65.17%	$1,181,684.00	65.38%	$1,261,959.40	61.05%	$1,295,557.89	62.54%	$1,349,987.19	63.50%	$1,392,441.45	65.67%	$1,416,457.92	64.46%	$1,465,501.95	69.20%		26.66%
Accounts Payable	$150,016.89	62.00%	$148,829.12	55.11%	$226,310.77	58.07%	$97,778.33	54.53%	$255,296.78	65.57%	$203,307.18	56.62%	$227,863.45	64.70%	$254,047.43	49.00%		25.83%
May Total	**$1,350,912.94**	**72.41%**	**$1,454,410.75**	**71.79%**	**$1,433,181.09**	**67.71%**	**$1,590,118.89**	**69.13%**	**$1,772,744.18**	**72.53%**	**$1,920,226.07**	**73.69%**	**$1,907,569.73**	**73.40%**	**$1,780,342.83**	**73.17%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,159,091.91	73.37%	$1,192,409.39	73.51%	$1,266,060.96	68.68%	$1,288,718.16	70.30%	$1,328,667.38	71.20%	$1,403,191.42	73.80%	$1,434,293.62	72.45%	$1,447,628.60	77.50%		26.66%
Accounts Payable	$191,821.03	68.08%	$262,001.36	63.60%	$167,120.13	62.99%	$301,400.73	63.40%	$444,076.80	79.95%	$517,034.65	73.10%	$473,276.11	78.28%	$332,714.23	56.39%		25.83%
June Total	**$1,500,316.16**	**81.09%**	**$1,478,554.44**	**80.11%**	**$1,786,307.10**	**76.64%**	**$1,905,598.30**	**78.65%**	**$1,913,859.70**	**81.93%**	**$1,934,814.67**	**83.18%**	**$2,007,087.28**	**82.76%**	**$1,956,589.81**	**82.09%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,147,558.00	81.49%	$1,188,929.32	81.61%	$1,281,344.42	76.40%	$1,310,032.08	78.19%	$1,363,166.89	79.10%	$1,410,864.62	81.97%	$1,439,871.60	80.47%	$1,472,278.74	85.94%		26.66%
Accounts Payable	$352,758.16	79.26%	$289,625.12	72.98%	$504,962.68	77.84%	$595,566.22	80.91%	$550,692.81	97.79%	$523,950.05	89.81%	$567,215.68	94.56%	$484,311.07	67.15%		25.83%
July Total	**$1,340,066.51**	**88.84%**	**$1,318,578.29**	**87.53%**	**$1,917,135.16**	**86.23%**	**$1,522,654.33**	**86.27%**	**$1,670,132.49**	**90.14%**	**$1,664,126.84**	**91.34%**	**$1,810,156.40**	**91.21%**	**$1,724,746.83**	**89.95%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,119,731.82	89.41%	$1,163,519.86	89.54%	$1,259,810.39	83.99%	$1,306,272.91	86.06%	$1,366,690.15	87.01%	$1,397,327.62	90.07%	$1,433,090.84	88.45%	$1,498,573.49	94.54%		26.66%
Accounts Payable	$220,334.69	86.24%	$155,058.43	78.00%	$657,324.77	97.17%	$216,381.42	87.28%	$303,442.34	107.62%	$266,799.22	98.31%	$377,065.56	105.38%	$226,173.34	72.18%		25.83%
August Total	**$1,326,233.19**	**96.51%**	**$1,916,892.73**	**98.32%**	**$2,304,800.20**	**97.75%**	**$2,255,212.34**	**97.54%**	**$1,643,692.26**	**98.22%**	**$1,763,664.53**	**99.98%**	**$1,869,245.30**	**99.92%**	**$2,197,232.90**	**99.97%**	**$0.00**	**26.49%**
Payroll and Benefits	$1,188,034.58	97.82%	$1,215,792.69	97.82%	$1,253,854.19	91.54%	$1,327,324.79	94.06%	$1,335,378.74	94.75%	$1,398,339.51	98.17%	$1,423,449.07	96.38%	$1,457,211.83	102.90%		26.66%
Accounts Payable	$138,198.61	90.62%	$701,100.04	100.71%	$1,050,946.01	128.09%	$927,887.55	114.57%	$308,313.52	117.61%	$365,325.02	109.96%	$445,796.23	118.18%	$740,021.07	88.61%		25.83%
Total Expended	**$16,686,299.67**	**96.51%**	**$17,466,641.20**	**98.32%**	**$19,550,459.06**	**97.75%**	**$19,508,677.30**	**97.54%**	**$19,987,800.27**	**98.22%**	**$20,396,977.88**	**99.98%**	**$21,422,311.50**	**99.92%**	**$21,930,925.02**	**99.97%**	**$5,837,357.08**	**26.49%**
Total Budgeted	**$17,290,444.00**		**$17,764,736.00**		**$19,999,791.00**		**$19,999,791.00**		**$20,350,895.00**		**$20,400,895.00**		**$21,438,519.00**		**$21,938,519.00**		**$22,036,065.00**	
Payroll and Benefits	$14,135,441.00		$14,677,899.00		$16,599,826.53		$16,599,826.53		$17,263,819.59		$17,263,819.59		$17,954,372.37		$17,436,457.79		$17,610,822.36	
Accounts Payable	$3,155,003.00		$3,086,837.00		$3,399,964.47		$3,399,964.47		$3,087,075.41		$3,137,075.41		$3,484,146.63		$4,502,061.21		$4,425,242.64	
Over/Under	**(604,144.33)**	**3.49%**	**(298,094.80)**	**1.68%**	**(449,331.94)**	**2.25%**	**(491,113.70)**	**2.46%**	**(363,094.73)**	**1.78%**	**(3,917.12)**	**0.02%**	**(16,207.50)**	**0.08%**	**(7,593.98)**	**0.03%**	**(16,198,707.92)**	**73.51%**

2020-21 School Year

01	General Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	SPED Expenditures	1,132,005.00	179,097.85	233,195.71	244,619.75										656,913.31	475,091.69	58.03%
	Non-SPED Expenditures	20,904,030.00	1,733,755.57	1,579,020.28	1,867,667.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,180,443.77	15,723,586.23	24.78%
	Total Expenditures	22,036,035.00	1,912,853.42	1,812,215.99	2,112,287.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,837,357.08	16,198,677.92	26.49%
	Total Receipts	22,036,065.00	4,232,590.23	816,726.35	1,169,477.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,218,794.13	15,817,270.87	28.22%
	Monthly Inter-Fund Loan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
	Cash Balance	**2,286,133.14**	**4,605,869.95**	**3,610,380.31**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**	**2,667,570.19**			
02	**Depreciation Fund**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	850,000.00	35,343.61	26,646.34	17,582.74										79,572.69	770,427.31	9.36%
	Receipts	448,547.09	58.59	51.28	91.09										200.96	448,346.13	0.04%
	Loan to General Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Repayment from GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Cash Balance	**401,452.91**	**366,167.89**	**339,572.83**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**	**322,081.18**			
03	**Employee Benefit**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	145,560.00	5,626.57	10,963.46	10,633.74										27,223.77	118,336.23	18.70%
	Receipts	145,560.00	32,538.02	5,874.02	5,910.09										44,322.13	101,237.87	30.45%
	Cash Balance	**69,246.68**	**96,158.13**	**91,068.69**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**	**86,345.04**			
09	**QCPUF**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	4,840,000.00	0.00	0.00	0.00										0.00	4,840,000.00	0.00%
	Receipts	500,000.00	133,737.81	10,976.54	118,816.75										263,531.10	236,468.90	52.71%
	Cash Balance	**4,282,038.80**	**4,415,776.61**	**4,426,753.15**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**	**4,545,569.90**			
05	**Activities**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	600,000.00	26,888.76	37,237.27	21,602.26										85,728.29	514,271.71	14.29%
	Receipts	600,000.00	25,594.34	20,071.91	134,798.79										180,465.04	419,534.96	30.08%
	Cash Balance	**338,022.23**	**336,727.81**	**319,562.45**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**	**432,758.98**			
06	**School Lunch**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,225,000.00	97,363.26	118,153.44	103,182.51										318,699.21	906,300.79	26.02%
	Receipts	1,225,000.00	65,670.98	158,965.84	104,766.70										329,403.52	895,596.48	26.89%
	Cash Balance	**341,098.92**	**309,406.64**	**350,219.04**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**	**351,803.23**			
07	**Bond**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,675,000.00	160,085.94	0.00	0.00										160,085.94	1,514,914.06	9.56%
	Receipts	1,107,814.00	265,963.04	20,460.33	11,371.03										297,794.40	810,019.60	26.88%
	Cash Balance	**444,108.37**	**549,985.47**	**570,445.80**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**	**581,816.83**			
08	**Special Building**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	3,500,000.00	693,929.21	667,118.78	594,895.17										1,955,943.16	1,544,056.84	55.88%
	Receipts	150,000.00	374.96	199.64	47.58										622.18	149,377.82	0.41%
	Loan Balance to Gen. Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Repayment from GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Cash Balance	**2,058,408.16**	**1,364,853.91**	**697,934.77**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**	**103,087.18**			
12	**Student Fees**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	90,000.00	0.00	0.00	51,787.70										51,787.70	38,212.30	57.54%
	Receipts	30,000.00	3,520.00	1,606.00	1,078.75										6,204.75	23,795.25	20.68%
	Cash Balance	**94,122.64**	**97,642.64**	**99,248.64**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**	**48,539.69**			
10	**Cooperative Fund**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	150,000.00	4,641.20	4,641.20	4,641.20										13,923.60	136,076.40	9.28%
	Receipts	100,000.00	0.00	4,587.43	4,656.00										9,243.43	90,756.57	9.24%
	Cash Balance	**6,630.27**	**1,989.07**	**1,935.30**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**	**1,950.10**			
	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	**10,321,262.12**	**12,144,578.12**	**10,507,120.98**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**	**9,141,522.32**			

2019-20 School Year

01	General Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	SPED Expenditures	1,009,565.00	150,305.53	215,577.67	247,286.45	254,808.16	236,458.60	225,897.28	238,814.30	234,449.46	229,625.12	238,419.22	183,682.50	166,792.97	2,622,117.26	(1,612,552.26)	259.73%
	Non-SPED Expenditures	20,928,954.00	1,617,928.90	1,536,147.66	1,724,004.64	1,494,875.78	1,617,141.98	1,478,970.61	1,514,245.71	1,485,099.92	1,550,717.71	1,718,170.59	1,541,064.33	2,030,439.93	19,308,807.76	1,620,146.24	92.26%
	Total Expenditures	21,938,519.00	1,768,234.43	1,751,725.33	1,971,291.09	1,749,683.94	1,853,600.58	1,704,867.89	1,753,060.01	1,719,549.38	1,780,342.83	1,956,589.81	1,724,746.83	2,197,232.90	21,930,925.02	7,593.98	99.97%
	Total Receipts	21,938,519.00	4,094,118.24	1,377,824.61	771,613.90	896,769.14	1,990,036.12	1,099,000.32	1,576,841.46	2,828,317.75	4,918,720.22	1,331,886.96	368,265.57	877,724.29	22,131,118.58	(192,599.58)	100.88%
	Monthly Inter-Fund Loan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
	Cash Balance	**2,085,939.58**	**4,411,823.39**	**4,037,922.67**	**2,838,245.48**	**1,985,330.68**	**2,121,766.22**	**1,515,898.65**	**1,339,680.10**	**2,448,448.47**	**5,586,825.86**	**4,962,123.01**	**3,605,641.75**	**2,286,133.14**			
02	Depreciation Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	850,000.00	5,400.00	0.00	0.00	5,400.00	0.00	0.00	5,400.00	0.00	13,029.84	11,030.36	20,875.21	59,081.25	120,216.66	729,783.34	14.14%
	Receipts	200,000.00	126.24	112.86	252.16	106.33	101.20	244.41	61.47	49.52	156.04	46.13	40.03	200,140.16	201,436.55	(1,436.55)	100.72%
	Loan to General Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Repayment from GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Cash Balance	**320,233.02**	**314,959.26**	**315,072.12**	**315,324.28**	**310,030.61**	**310,131.81**	**310,376.22**	**305,037.69**	**305,087.21**	**292,213.41**	**281,229.18**	**260,394.00**	**401,452.91**			
03	Employee Benefit	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	145,560.00	4,083.69	10,654.27	7,872.26	4,782.14	5,507.41	9,162.66	7,168.63	6,135.38	13,164.12	3,760.09	3,243.91	9,746.71	85,281.27	60,278.73	58.59%
	Receipts	80,000.00	29,953.83	6,621.83	6,655.82	6,621.83	6,621.88	6,657.57	6,621.88	6,621.79	6,656.98	6,621.79	6,621.88	6,341.10	102,618.18	(22,618.18)	128.27%
	Cash Balance	**51,909.77**	**77,779.91**	**73,747.47**	**72,531.03**	**74,370.72**	**75,485.19**	**72,980.10**	**72,433.35**	**72,919.76**	**66,412.62**	**69,274.32**	**72,652.29**	**69,246.68**			
09	QCPUF	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	4,340,000.00	0.00	0.00	0.00	119,710.00	0.00	0.00	0.00	0.00	0.00	119,210.00	0.00	0.00	238,920.00	4,101,080.00	5.51%
	Receipts	750,000.00	130,576.31	22,031.92	119,887.82	4,549.50	53,237.41	10,762.90	38,258.53	48,732.09	156,945.34	136,680.00	6,396.79	28,910.93	756,969.54	(6,969.54)	100.93%
	Cash Balance	**3,763,989.26**	**3,894,565.57**	**3,916,597.49**	**4,036,485.31**	**3,921,324.81**	**3,974,562.22**	**3,985,325.12**	**4,023,583.65**	**4,072,315.74**	**4,229,261.08**	**4,246,731.08**	**4,253,127.87**	**4,282,038.80**			
05	Activities	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	600,000.00	48,476.35	31,005.16	27,056.66	70,545.95	25,960.11	60,873.55	12,030.14	19,076.61	33,467.55	5,463.77	37,009.10	41,684.30	412,649.25	187,350.75	68.77%
	Receipts	500,000.00	63,425.78	37,799.74	25,079.74	45,675.49	49,122.42	25,284.38	24,215.50	4,247.10	11,507.11	14,058.01	17,417.15	42,925.82	360,758.24	139,241.76	72.15%
	Cash Balance	**389,913.24**	**404,862.67**	**411,657.25**	**409,680.33**	**384,809.87**	**407,972.18**	**372,383.01**	**384,568.37**	**369,738.86**	**347,778.42**	**356,372.66**	**336,780.71**	**338,022.23**			
06	School Lunch	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,275,000.00	154,946.05	119,990.71	105,844.03	106,027.06	90,356.16	114,380.51	113,093.32	100,971.50	77,957.17	81,675.12	105,487.98	94,708.89	1,265,438.50	9,561.50	99.25%
	Receipts	1,100,000.00	87,802.74	127,498.51	137,378.43	129,707.18	106,307.08	121,049.92	128,927.77	84,109.32	124,187.29	100,219.73	112,254.57	129,817.39	1,389,259.93	(289,259.93)	126.30%
	Cash Balance	**217,277.49**	**150,134.18**	**157,641.98**	**189,176.38**	**212,856.50**	**228,807.42**	**235,476.83**	**251,311.28**	**234,449.10**	**280,679.22**	**299,223.83**	**305,990.42**	**341,098.92**			
07	Bond	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,675,000.00	0.00	0.00	0.00	725,356.36	0.00	0.00	0.00	0.00	0.00	330,230.00	0.00	0.00	1,055,586.36	619,413.64	63.02%
	Receipts	500,000.00	127,233.92	19,147.83	5,166.20	2,080.73	98,515.40	15,320.63	72,448.09	94,522.02	311,100.22	44,974.37	9,947.79	54,555.10	855,012.30	(355,012.30)	171.00%
	Cash Balance	**644,682.43**	**771,916.35**	**791,064.18**	**796,230.38**	**72,954.75**	**171,470.15**	**186,790.78**	**259,238.87**	**353,760.89**	**664,861.11**	**379,605.48**	**389,553.27**	**444,108.37**			
08	Special Building	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	13,500,000.00	194,392.75	376,843.16	773,546.62	1,485,416.99	1,002,218.48	903,441.32	1,478,346.59	957,760.92	1,305,616.67	881,767.83	1,086,865.27	1,268,056.92	11,714,273.52	1,785,726.48	86.77%
	Receipts	150,000.00	139,291.18	29,201.87	13,547.22	9,776.01	9,767.10	31,643.52	4,230.04	2,657.66	2,036.72	1,549.73	1,296.21	1,640.14	246,637.40	(96,637.40)	164.42%
	Loan Balance to Gen. Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Repayment from GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Cash Balance	**13,526,044.28**	**13,470,942.71**	**13,123,301.42**	**12,363,302.02**	**10,887,661.04**	**9,895,209.66**	**9,023,411.86**	**7,549,295.31**	**6,594,192.05**	**5,290,612.10**	**4,410,394.00**	**3,324,824.94**	**2,058,408.16**			
12	Student Fees	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	70,000.00	0.00	1,184.62	1,188.00	284.81	149.00	1,402.75	862.87	556.00	149.00	0.00	0.00	0.00	5,777.05	64,222.95	8.25%
	Receipts	36,000.00	6,629.75	1,331.90	2,803.00	688.00	290.00	762.00	2,807.00	0.00	40.00	1,627.79	0.00	7,760.00	24,739.44	11,260.56	68.72%
	Cash Balance	**75,160.25**	**81,790.00**	**81,937.28**	**83,552.28**	**83,955.47**	**84,096.47**	**83,455.72**	**85,399.85**	**84,843.85**	**84,734.85**	**86,362.64**	**86,362.64**	**94,122.64**			
10	Cooperative Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	150,000.00	4,559.14	4,925.63	4,738.51	4,595.79	5,010.63	4,683.85	4,592.94	4,592.79	4,635.47	4,267.42	4,692.69	5,006.03	56,300.89	93,699.11	37.53%
	Receipts	100,000.00	3,796.99	0.00	4,039.60	4,039.60	4,039.60	4,039.60	4,039.61	4,039.60	4,039.61	4,039.60	4,039.61	4,701.87	44,855.29	55,144.71	44.86%
	Cash Balance	**18,075.87**	**17,313.72**	**12,388.09**	**11,689.18**	**11,132.99**	**10,161.96**	**9,517.71**	**8,964.38**	**8,411.19**	**7,815.33**	**7,587.51**	**6,934.43**	**6,630.27**			
	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	**21,093,225.19**	**23,596,087.76**	**22,921,329.95**	**21,116,216.67**	**17,944,427.44**	**17,279,663.28**	**15,795,616.00**	**14,279,512.85**	**14,544,167.12**	**16,851,194.00**	**15,098,903.71**	**12,642,262.32**	**10,321,262.12**			

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2020 to 11/30/2020.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
SCHUYL	**Schuyler Community Schools**					
A	**ACADEMIC**					
1100	CONSORTIUM PAYROLL	232.84	0.00	0.00	0.00	232.84
1500	ARC EQUIP SPEC.ED.	651.53	0.00	0.00	0.00	651.53
	A Totals:	884.37	0.00	0.00	0.00	884.37
B	**ATHLETIC**					
2100	BASKETBALL B	-12,959.11	12,959.11	0.00	0.00	0.00
2150	BASKETBALL G	0.00	0.00	0.00	0.00	0.00
2200	CROSS COUNTRY B & G	0.00	0.00	36.65	36.65	0.00
2250	CROSS COUNTRY	0.00	0.00	0.00	0.00	0.00
2300	FOOTBALL	-26,753.05	26,753.05	0.00	0.00	0.00
2350	GOLF B	0.00	0.00	0.00	0.00	0.00
2375	GOLF G	0.00	0.00	0.00	0.00	0.00
2400	SOFTBALL	0.00	0.00	0.00	0.00	0.00
2450	SOCCER B	0.00	0.00	0.00	0.00	0.00
2500	SOCCER G	0.00	0.00	0.00	0.00	0.00
2600	TRACK	0.00	0.00	0.00	0.00	0.00
2700	VOLLEYBALL	-171.00	0.00	0.00	171.00	0.00
2750	WRESTLING	-40,209.95	40,209.95	150.00	0.00	-150.00
2755	WEIGHT ROOM EQUIPMENT	362.86	0.00	0.00	0.00	362.86
2800	SMS ATHLETICS	-24,074.63	20,521.89	3,947.00	7,268.74	-231.00
2850	LAUNDRY	0.00	0.00	0.00	0.00	0.00
2900	GENERAL	8,412.63	753.00	513.55	-3,884.11	4,767.97
2950	MEDICAL	-61.23	0.00	230.60	291.83	0.00
2970	BOOSTER CLUB DONATION	-11,189.47	11,200.00	0.00	0.00	10.53
2975	DONATIONS	7,247.54	0.00	0.00	-3,884.11	3,363.43
	B Totals:	-99,395.41	112,397.00	4,877.80	0.00	8,123.79
C	**DISTRICT**					
3100	ADULT EDUCATION	3,833.68	0.00	0.00	0.00	3,833.68
3110	COLLEGE CREDIT	-60,250.50	0.00	0.00	0.00	-60,250.50
3200	GENERAL	31,731.29	53.19	3,318.25	0.00	28,466.23
3250	FIELD HOUSE	19,998.01	14.95	0.00	0.00	20,012.96
3300	FINES	1,268.22	0.00	0.00	0.00	1,268.22
3400	HIGH SCHOOL--- BOOK FINES	4,205.95	0.00	0.00	0.00	4,205.95
	C Totals:	786.65	68.14	3,318.25	0.00	-2,463.46
D	**DEPARTMENTS**					
3450	SCHS LIBRARY FINES	430.07	32.00	0.00	0.00	462.07
4000	BAND	1,760.11	0.00	0.00	0.00	1,760.11
4025	Musical	4,449.84	0.00	0.00	0.00	4,449.84
4050	VOCAL	226.87	0.00	0.00	0.00	226.87
4750	KOEHN TRUST (BAND DONATION)	16,601.70	0.00	1,000.00	0.00	15,601.70
	D Totals:	23,468.59	32.00	1,000.00	0.00	22,500.59

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2020 to 11/30/2020.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
E	UNIFORMS & EQUIPMENT						
	4500	BAND (UNIFORM DEP)	828.18	0.00	0.00	0.00	828.18
	4650	FLAG CORPS	833.28	0.00	0.00	0.00	833.28
	4700	INSTRUMENT RENTAL	0.00	0.00	0.00	0.00	0.00
	4770	AMBASSADORS	1,839.30	0.00	0.00	0.00	1,839.30
		E Totals:	3,500.76	0.00	0.00	0.00	3,500.76

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.

From 11/01/2020 to 11/30/2020.

Site ID Site Name

Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
F	CLUBS ORGANIZATIONS						
	5000	ART	681.73	0.00	0.00	0.00	681.73
	5005	ATHS	573.39	0.00	0.00	0.00	573.39
	5050	CHEERLEADERS	2,504.86	0.00	923.17	0.00	1,581.69
	5100	DRAMATICS, SPEECH	1,930.83	0.00	90.00	0.00	1,840.83
	5105	One Act	1,984.96	0.00	125.00	0.00	1,859.96
	5150	DANCE TEAM	-538.63	91.00	375.00	0.00	-822.63
	5175	EMERGENCY RESPNSE TEAM	3,094.77	0.00	0.00	0.00	3,094.77
	5200	FFA	15,262.62	8,166.55	179.00	0.00	23,250.17
	5250	FCCLA	2,591.49	0.00	669.54	0.00	1,921.95
	5300	CULTURAL UNITY	1,105.02	0.00	0.00	0.00	1,105.02
	5350	NATIONAL HONOR SOCIETY	1,778.25	70.00	0.00	0.00	1,848.25
	5400	S-CLUB	102.01	0.00	0.00	0.00	102.01
	5405	SPIRIT CLUB	157.93	0.00	0.00	0.00	157.93
	5425	WARRIORS STAND FOR THE SILENT	183.52	0.00	0.00	0.00	183.52
	5500	SCIENCE & mATH cLUB	5,478.64	0.00	0.00	0.00	5,478.64
	5510	SCIENCE TRIP	31.26	0.00	0.00	0.00	31.26
	5515	INDUST. TECH GRANT SCHS	2,000.00	0.00	0.00	0.00	2,000.00
	5525	SCIENCE FAIR	746.17	0.00	0.00	0.00	746.17
	5550	STUDENT COUNCIL	5,180.61	50.00	105.96	0.00	5,124.65
	5575	504 R ACTIVITY FUND	319.22	0.00	0.00	0.00	319.22
	5600	RICHLAND ACTIVITY FUND	61.30	247.35	90.29	0.00	218.36
	5610	FISHER 24 ACTIVITY FUND	4,784.53	4,530.50	90.29	0.00	9,224.74
	5620	SCHUYLER ELEMENTARY SCHOOL	1,609.81	0.00	0.00	0.00	1,609.81
	5621	SES FELICIATIONS	0.00	0.00	0.00	0.00	0.00
	5622	SES FIELD DAY	7,125.30	0.00	0.00	0.00	7,125.30
	5623	SES Vocal Music Club	1,135.60	0.00	0.00	0.00	1,135.60
	5624	SES LIBRARY	2,369.64	0.00	0.00	0.00	2,369.64
	5631	SES POP FUND	0.00	0.00	0.00	0.00	0.00
	5632	SES Band CLUB	237.90	0.00	0.00	0.00	237.90
	5633	SES STEM	6,308.59	0.00	0.00	0.00	6,308.59
	5650	BRAINSTORMING	0.00	0.00	0.00	0.00	0.00
	5675	TEEN MOM'S	133.86	0.00	0.00	0.00	133.86
	5700	A.S.K.	960.32	0.00	0.00	0.00	960.32
	5725	STUDENT COUNCIL MAKE A WISH	1,624.37	0.00	0.00	0.00	1,624.37
	5750	FELLOWSHIP CHRISTIANS FOR ATHLETICS	84.43	0.00	0.00	0.00	84.43
	5775	INDUSTRIAL TECH ACCOUNT	0.00	0.00	0.00	0.00	0.00
	5800	SHEEL CREEK WATER TESTING	0.00	0.00	0.00	0.00	0.00
	5825	PRESCHOOL	916.23	0.00	0.00	0.00	916.23
	5900	SMS GENERAL ACTIVITY	1,002.96	45.51	0.00	0.00	1,048.47
	5901	SMS STUDENT COUNCIL	10,349.24	0.00	229.95	0.00	10,119.29
	5902	SMS LIBRARY	3,913.94	0.00	0.00	0.00	3,913.94
	5903	SMS RESOURCE ROOM	4,680.90	0.00	0.00	0.00	4,680.90
	5904	SMS BAND CLUB	97.84	0.00	90.66	0.00	7.18
	5905	SMS TEACHER POP 7702463	-240.46	0.00	0.00	0.00	-240.46

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2020 to 11/30/2020.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
5906	SMS EDUCATIONQUEST FOUNDATION GRANT	750.00	0.00	0.00	0.00	750.00
5907	SMS Entrepreneurship	0.00	0.00	0.00	0.00	0.00
5909	SMS VOCAL MUSIC	3.25	0.00	0.00	0.00	3.25
5910	SMS VOLLEYBALL CLUB	951.23	0.00	345.00	0.00	606.23
5911	SMS YEARBOOK	1,439.48	0.00	1,280.00	0.00	159.48
5915	SMS WRESTLING CLUB	279.40	1,058.00	971.20	0.00	366.20
5920	SMS FOOTBALL CLUB	470.41	0.00	65.25	0.00	405.16
5925	SMS BOYS BASKETBALL CLUB	475.53	0.00	0.00	0.00	475.53
5926	SMS GIRLS BASKETBALL	0.00	0.00	0.00	0.00	0.00
5930	YOUTH FOOTBALL	-311.08	0.00	0.00	0.00	-311.08
5935	YOUTH SPORTS	2,560.53	0.00	108.00	0.00	2,452.53
	F Totals:	98,943.70	14,258.91	5,738.31	0.00	107,464.30
G	CONCESSION/VENDING					
6000	CONCESSION	2,465.96	0.00	432.84	0.00	2,033.12
6010	Imp. Fund-10%	3,006.75	0.00	0.00	0.00	3,006.75
6100	SCHS PEPSI 7701503	9,638.14	0.00	387.96	0.00	9,250.18
6125	SCHS LUNCH PEPSI	0.00	0.00	0.00	0.00	0.00
6150	SCS FIELD HOUSE POP	2,851.83	0.00	0.00	0.00	2,851.83
6200	STUDENT POP	975.63	0.00	0.00	0.00	975.63
6300	TEACHER POP	4,834.90	0.00	0.00	0.00	4,834.90
6400	S-CLUB JUICE	46.25	0.00	0.00	0.00	46.25
6500	MAINTENANCE	8,092.93	36.86	0.00	0.00	8,129.79
6600	MILK MACHINE - FCCLA	171.53	0.00	0.00	0.00	171.53
	G Totals:	32,083.92	36.86	820.80	0.00	31,299.98

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 11/01/2020 to 11/30/2020.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
H	SALES					
7000	HORTICULTURE	12,670.28	183.00	0.00	0.00	12,853.28
7010	HOUSE CONSTRUCTION	1,208.68	0.00	0.00	0.00	1,208.68
7020	HOUSE RENTAL	25,453.36	400.00	0.00	0.00	25,853.36
7050	PLASMA CAM SALES	3,669.78	0.00	0.00	0.00	3,669.78
7150	BBB CLUB ACCOUNT	492.55	0.00	0.00	0.00	492.55
7200	GBB CLUB ACCOUNT	718.96	0.00	0.00	0.00	718.96
7215	BOYS GOLF CLUB ACCT.	3,325.08	0.00	0.00	0.00	3,325.08
7225	GIRLS GOLF CLUB ACCOUNT	783.87	963.78	112.87	0.00	1,634.78
7250	WRESTLING CLUB ACCOUNT	5,101.03	435.00	0.00	0.00	5,536.03
7275	WRESTLING AIDS	385.83	0.00	0.00	0.00	385.83
7300	BSOC CLUB ACCOUNT	2,869.97	0.00	0.00	0.00	2,869.97
7325	GSOC CLUB ACCOUNT	4,721.19	0.00	0.00	0.00	4,721.19
7350	G/B CROSS COUNTRY CLUB	1,207.45	0.00	13.83	0.00	1,193.62
7400	FOOTBALL CLUB ACCOUNT	4,408.85	0.00	0.00	0.00	4,408.85
7450	VOLLEYBALL CLUB ACCT.	9,903.57	0.00	0.00	0.00	9,903.57
7500	SB CLUB ACCOUNT	1,103.17	0.00	0.00	0.00	1,103.17
7550	STUDENT PURCHASES	243.66	0.00	0.00	0.00	243.66
7600	TR. CLUB ACCT	2,480.94	0.00	0.00	0.00	2,480.94
	H Totals:	80,748.22	1,981.78	126.70	0.00	82,603.30
I	CLASSES					
8000	ALUMNI ACCOUNT	1,386.24	0.00	0.00	0.00	1,386.24
8255	CLASSES OF 2013	0.00	0.00	0.00	0.00	0.00
8260	CLASS 2014	0.00	0.00	0.00	0.00	0.00
8265	CLASS OF 2015	0.00	0.00	0.00	0.00	0.00
8270	CLASS OF 2016	0.00	0.00	0.00	0.00	0.00
8275	CLASS OF 2017	0.00	0.00	0.00	0.00	0.00
8280	CLASS 2018	0.00	0.00	0.00	0.00	0.00
8285	CLASS OF 2019	479.15	0.00	0.00	0.00	479.15
8290	CLASS OF 2020	0.00	0.00	0.00	0.00	0.00
8295	CLASS OF 2021	1,819.98	0.00	0.00	0.00	1,819.98
8300	Class of 2022	209.09	0.00	0.00	0.00	209.09
8305	CLASS OF 2023	-100.00	0.00	0.00	0.00	-100.00
8310	CLASS OF 2024	0.00	0.00	0.00	0.00	0.00
8315	CLASS OF 2025	0.00	0.00	0.00	0.00	0.00
8320	CLASS OF 2026	561.53	0.00	0.00	0.00	561.53
8325	CLASS OF 2027	547.26	0.00	0.00	0.00	547.26
8330	CLASS OF 2028	1,108.98	260.00	67.60	0.00	1,301.38
8335	CLASS OF 2029	835.83	130.00	0.00	0.00	965.83
8340	CLASS OF 2030	2,395.35	40.00	0.00	0.00	2,435.35
8345	CLASS OF 2031	739.44	580.00	0.00	0.00	1,319.44
8350	Class of 2032	92.81	490.00	0.00	0.00	582.81
8355	CLASS OF 2033	0.00	0.00	0.00	0.00	0.00
	I Totals:	10,075.66	1,500.00	67.60	0.00	11,508.06

Current Cash Balance

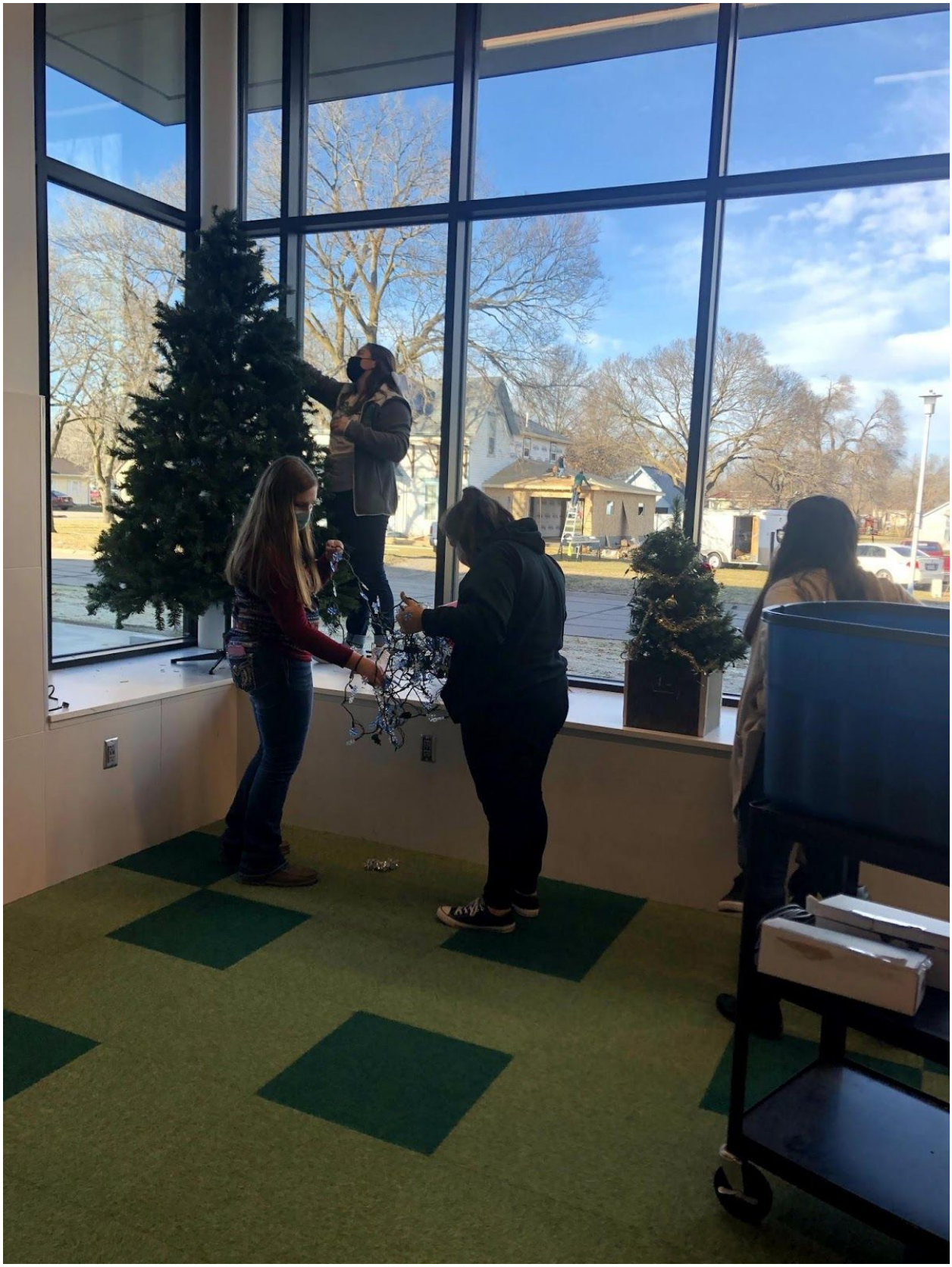
Sorted by Site ID, Group ID, Activity ID.
From 11/01/2020 to 11/30/2020.

Site ID Site Name
Group ID Group Name

Group ID	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
J	YEARBOOK						
	8560	YEARBOOK	4,172.44	347.00	1,853.06	0.00	2,666.38
		J Totals:	4,172.44	347.00	1,853.06	0.00	2,666.38
K	MISCELLANEOUS						
	9000	STUDENT COUNCIL SCHOOL IMPROVMENT FUND	1,304.25	0.00	0.00	0.00	1,304.25
	9025	SAVE THE CHILDREN	300.00	0.00	0.00	0.00	300.00
	9030	AFTERSCHOOL PROGRAM	92,805.27	910.00	318.76	0.00	93,396.51
	9031	BEYOND SCHOOL BELL	-226.47	0.00	0.00	0.00	-226.47
	9035	SIXPENSE	456.12	0.00	0.00	0.00	456.12
	9040	SES BACK PACK PROGRAM	753.27	0.00	0.00	0.00	753.27
	9045	BUILDING HEALTHY RELATIONSHIPS.	9,016.34	0.00	0.00	0.00	9,016.34
	9050	STAFF INSURANCE PURCHASES	799.04	60.38	162.39	1.42	698.45
	9075	KEY DEPOSITS & RENTAL FEES	7,834.25	0.00	0.00	0.00	7,834.25
	9100	BLOOD MOBILE	0.00	0.00	0.00	0.00	0.00
	9105	WELLNESS WARRIORS	3,024.77	2,055.00	0.00	0.00	5,079.77
	9110	PTO WELLNESS DAY DONATION	2,615.00	0.00	446.00	0.00	2,169.00
	9115	LUNCH CARD	2,446.05	0.00	0.00	0.00	2,446.05
	9125	TMH	71.20	0.00	0.00	0.00	71.20
	9150	PRINCIPAL	-49.91	73.72	0.00	0.00	23.81
	9175	Technology Fee	38,090.50	1,078.00	738.00	40.00	38,470.50
		K Totals:	159,239.68	4,177.10	1,665.15	41.42	161,793.05
L	SCHOLARSHIPS/MEMORIALS						
	9200	TOUR	176.57	0.00	0.00	0.00	176.57
	9500	COLLEGE ACCESS GRANT	4,877.30	0.00	2,134.59	-41.42	2,701.29
		L Totals:	5,053.87	0.00	2,134.59	-41.42	2,877.86
		SCHUYL Totals:	319,562.45	134,798.79	21,602.26	0.00	432,758.98
		Report Totals:	319,562.45	134,798.79	21,602.26	0.00	432,758.98

- The FFA chapter had LDE (Leadership Development Events) on December 7 via zoom. 3 students participated.
- One act districts at Gretna on Saturday, December 5. Received many outstanding actor awards but did not qualify for state. The community performance is Thursday, December 17th on the new stage! Friday, December 18th, One-Act will perform for the students.
- Band and choir had their performance last night in the new auditorium.
- Finals will be held on December 16th and 17th
- Culture club held their annual blood drive on December 9th.
- New members were interviewed on Friday.
- Student Council decorated the new commons area with a tree (see photos below)
- Senior banners are currently being digitalized by Ms. McKenney's classes.
- students took MAPS tests in FOCUS classes. In the past the tests were taken in core classes, students had time to take their time and to finish.
- Basketball started - cheer and dance are participating at home games - cheerleaders are not traveling because of COVID.

-





SCHUYLER COMMUNITY SCHOOLS
EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION FORM 2020-2021 FISCAL YEAR

The undersigned, being a current Certificated Employee of the Colfax County School District 19-0123, a/k/a Schuyler Community Schools District, Schuyler, Nebraska, is desirous of voluntarily participating in the Schuyler Community Schools Early Retirement Incentive Program (ERIP) and is voluntarily resigning from employment under the terms of such ERIP in effect as of the date of this Application.

1. **Applicant:** _____ ("Certificated Employee")

_____(address), _____(city), _____(state).

2. **Date of Application:** This Application is offered and made this __ day of_____ , 20_.

3. **Acknowledgments:** The Certificated Employee acknowledges that:

a. Forty-five (45) or more days prior to the Certificated Employee's execution of this Application, the Certificated Employee received (1) the ERIP Policy 406.05, (2) the separate Application and Agreement forms and (3) a Memorandum from the Superintendent with regard to the ERIP policy which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the ERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;

b. The Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and the Agreement form;

c. The Certificated Employee has had forty-five (45) or more days to consider participation in the ERIP and the terms of the ERIP Policy and the Application form and Agreement form;

d. The Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven (7) days following the execution of the ERIP Agreement, to revoke the Agreement, and that the ERIP Agreement does not become effective or enforceable until the revocation period has expired;

e. The Certificated Employee's participation in the ERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the ERIP;

f. The Certificated Employee has NOT received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force

g. The Board of Education of the School District, in its sole and absolute discretion, has reserved the right to limit the number of participants in this ERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2008).

4. **Statement of Eligibility:** The certificated employee hereby affirms that he/she is or will:

Employed by the School District (Schuyler Community Schools) as of the date of acceptance of the person's application in the position of a fully certified employee (a) covered by the Negotiated Agreement between the Schuyler Community Schools and the Schuyler Education Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+45/MA, MA+9, MA+18 or MA+27 column, and with an experience step placement of step 12 or greater, **OR** (b) certificated school psychologist.

a. A full-time or part-time employee with a full-time equivalency (FTE) of .50 FTE or more, OR a part-time employee who is on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year;

b. As of September 1, 2020, be fifty-five (55) years of age on or before September 1of the Employee's final contract year; and,

c. As of June 1, 2021, have at least ten (10) creditable years of service (regardless of annual FTE) in the School District including their final year of employment.

5. Acceptance of Benefits: The Certificated employee hereby acknowledges that in consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in the Application and Agreement provided by the School District, the Certificated Employee shall accept the early retirement benefits provided in the ERIP.

_____

Certificated Employee

STATE OF NEBRASKA)

) ss.

COUNTY OF COLFAX)

On this_____day_____ 20___ before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared, _____personally known to me to be the identical person who signed the above and foregoing Application, and that such person acknowledged the execution of the Application to be the person's voluntary act and deed.

_____

Notary Public

ACCEPTANCE

The above Early Retirement Incentive Program Application is hereby accepted and approved.

DATED this _____ day of _____ , 20___.

COLFAX **COUNTY SCHOOL** DISTRICT 19-0123, a/kla
SCHUYLER COMMUNITY SCHOOLS

BY: _____
President or Other Duly Authorized School Official

EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The purpose of this Early Retirement Incentive Program ("ERIP") is to encourage eligible certificated employees of Schuyler Community Schools ("School District") who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2020-2021 through the 2026-2027 school years. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early-leaving decisions to complete such decisions.
2. To reduce costs to the School District by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

B. QUALIFICATIONS

1. Certificated Employee: To be a participant a person must be employed by the School District (Schuyler Community Schools) as of the date of acceptance of the person's application in the position of a fully certified employee (a) covered by the negotiated agreement between the Schuyler Community Schools and the Schuyler Education Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+45/MA, MA+9, MA+18 or MA+27 column, and with an experience step placement of step 12 or greater. On or before November 15 of each fiscal year the School District shall provide all certificated employees of the school district with a list of all certificated employees with the ages and salary schedule placement for the current fiscal year of those eligible and of those not eligible, by position.

2. Full-Time Equivalency – Eligibility and Benefits: Eligible Employees, both full-time and part-time, may participate in the ERIP, provided that the part-time Employees must have a full time equivalency (FTE) of .50 FTE or more. For part-time employees, the benefits under this plan shall be prorated **based upon the Employee's actual FTE** as provided in paragraph "D. Benefits" below. Part-time Employees who are on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year shall be eligible to participate in the ERIP to the extent of their on-duty FTE. Employees who are on a sabbatical leave, leave of absence, or other Board approved leave except long term disability as of December 1 of the Employee's final contract year shall not be eligible to participate in this ERIP.

3. Age 55 and 10 Years of Service Eligibility: In order for an employee to be eligible for this program, (a) the Employee must be fifty-five (55) years of age on or before September 1 of the Employee's final contract year; and (b) the Employee must have at least ten (10) creditable years of continuous service (regardless of annual FTE) in the School District

including their final year of employment.

4. Window of Eligibility: Eligible employees may elect to participate in this ERIP during the following "window" periods:

a. Window Periods:

(1) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2020, must apply for participation in the ERIP by the Application Date for the 2020-2021, 2021-2022, 2022-2023, 2023-2024 school fiscal years.

(2) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2021, must apply for participation in the ERIP by the Application Date for the 2021-2022, 2022-2023, 2023-2024, 2024-2025 school fiscal years.

(3) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2022, must apply for participation in the ERIP by the Application Date for the 2022-2023, 2023-2024, 2024-2025, 2025-2026 school fiscal year.

(4) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2023, must apply for participation in the ERIP by the Application Date for the 2023-2024, 2024-2025, 2025-2026, 2026-2027, school fiscal year.

NOTICE: FAILURE TO MAKE SUCH APPLICATION DURING THE APPLICABLE WINDOW OF ELIGIBLITY SHALL RESULT IN FORFEITURE OF ANY RIGHT OF PARTICIPATION IN THIS ERIP.

b. Possible Extension of ERIP Windows in Future Fiscal Years: The Board of Education may, in its discretion, re-consider this ERIP during the 2020-2021 fiscal year to determine whether to extend the ERIP to those Employee who would become eligible under the terms of this ERIP as of September 1, 2020 or thereafter. Nothing in this paragraph will require the Board of Education to extend this ERIP beyond the ending date hereof set forth in paragraph "F" below.

5. Limitation on Number of Participants: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to limit the number of participants in this ERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2008). The Board of Education shall allow up to four (4) Eligible Employees to participate in the ERIP each fiscal year unless the Board of Education establishes a different number of participants for such fiscal year on or before **November 15th** of each such fiscal year.[1] In the event an Eligible Employee has a personal or medical issue verified by a physician that would prevent such employee from continuing his/her employment for the ensuing fiscal year and the eligible Employee is not selected to participate in the ERIP, the Board of

[1] Neb. Rev. Stat. § 77-3442((2)(d), excluding from the property tax levy limitations "sums agreed to be paid by a school district to certificated employees in exchange for a voluntary termination of employment."

Education in its discretion may grant a hardship application for participation as an additional ERIP participant for such fiscal year.

6. Criteria for Selection: In the event the total number of employees making application for participation in any one fiscal year exceeds the maximum number of employees to be allowed to participate as determined by the Board of Education for such fiscal year, the selection of the employees allowed to participate in the ERIP shall be based upon the following criteria in descending order of priority:

a. Previous Application Denied: First priority for participation shall be granted to those individual(s) who have applied the immediately preceding fiscal year for the TERIP and were not selected for participation under the terms of such TERIP.

b. Highest salary: Second priority for participation shall be granted to the individual employee with the highest scheduled salary for the school fiscal year in effect during the employees' last year of employment. For purposes of this paragraph:

(1) Eligible Employees' salaries will be compared only to other teachers' salaries making application for participation in this ERIP program during the fiscal year for which the application is submitted.

(2) "Scheduled salary" shall be defined as the 1.0 FTE salary listed on the negotiated salary schedule for the Employee's lane/step in his/her final contract year adjusted for the Employee's FTE plus salary paid for extended contract days based upon such salary schedule placement. This definition excludes salary paid for extra duties or responsibilities, reimbursement of expenses, fringe benefits.

c. Number of Years of Service: Third priority for participation shall be granted on the basis of those employees having the greatest number of years of service to the Schuyler Community Schools District regardless of FTE; such service need not be uninterrupted or consecutive years of service.

d. Tiebreaker: If two (2) or more individuals tie on criteria a, b, and c, the names of those persons who are tied shall be placed in a container and names will be drawn blindly from the container for each opening in the ERIP.

7. Terminated Employee's Ineligibility: An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

8. Notice of Plan: The superintendent or the superintendent's designee shall notify all Eligible Employee of the school district of the ERIP and the attached ERIP Application and agreement on or before November 15 of each fiscal year the ERIP is in effect. A copy of said

ERIP and ERIP Application and agreement as it now exists or as it may from time-to-time amended may be obtained from the school office.

C. ENROLLMENT REQUIREMENTS

1. Resignation: Participants in the program shall resign their employment with the School District effective at the close of the school year during which such participant has submitted an application under this ERIP.

2. Application Date: Each eligible employee who wishes to participate in the ERIP must properly complete, execute, and submit an Application and Agreement form to the Superintendent on or after January 1 and on or before March 1 of the fiscal year the policy is in effect and the Employee will resign his/her employment with the School District and participate in this ERIP ("Application Date"). **FAILURE TO SUBMIT THE APPLICATION WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION.**

The Board of Education shall review the employee's record to determine if the employee is qualified to participate under section B above. If qualified and if selected for participation, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

D. BENEFITS

1. Calculation of ERIP Benefit: A qualified certificated employee who has requested and been accepted for participation in the ERIP shall receive the following ERIP benefits payable by the School District during the three (3) fiscal years immediately following the participant's retirement:

a. Health Insurance Premium Contribution/Health Reimbursement Account Benefit: The School District shall credit the account of the Employee under a **health insurance reimbursement (HRA) plan account** established and administered by the School District an amount determined as follows: The sum of Ten Thousand Dollars ($10,000.00) times the Employee's FTE for the Employee's final contract year to be determined as of December l of the Employee's final contract year. The amount credited to the HRA account may be "rolled over" to **no more than three** subsequent fiscal years of the HRA plan and School District. The HRA plan shall allow a teacher to be reimbursed for the cost of his/her health insurance premiums and/or for reimbursement of qualified unreimbursed medical costs.

b. Years of Creditable Service Benefit: The School District shall following the participant's retirement make a non-elective contribution to a 403(b) annuity or custodial account selected by the participant in an amount equal to two percent (2%) of his/her scheduled salary at the 1.0 FTE level during the Employee's final contract year multiplied by the Employee's number of years of creditable service with the School District up to a maximum benefit of Twenty-five Thousand Dollars ($25,000); such amount to be paid over three (3) fiscal years in six (6) equal installments, with one such installment to be paid on or before September 30 of each such fiscal year and one such installment to be paid on or before March 31 of each such fiscal year; with the first installment being payable on the September 30 immediately

following the fiscal year of participant's retirement. For purposes of this paragraph the following definitions shall apply:

(1) "Creditable service" shall be the sum of each year **of** service times **the value of the Employee's** FTE **for each year of service as calculated pursuant to Neb. Rev. Stat. 79-825.**[2] **(e.g. (1) less than .5FTE no credit; (2) .5 FTE to .8 FTE credited in an amount proportionate to the term of such employment for each year; and (3) more than .8 FTE to 1.0 FTE credited as a full 1.0 FTE year).**

(2) "Scheduled salary" shall be defined as the 1.0 FTE salary listed on the negotiated salary schedule for the Employee's lane/step in his/her final contract year adjusted multiplied by the Employee's actual FTE plus salary paid for extended contract days based upon such salary schedule placement. This definition excludes salary paid for extra duties or responsibilities, reimbursement of expenses, or fringe benefits.

If participant fails to designate the 403(b) annuity or custodial account to which the contribution is to be made, the District will hold the contribution until participant does designate the annuity or custodial account. The parties further agree that the non-elective contribution described herein will not exceed any Internal Revenue Code or other limit imposed by law at the time the contribution is made. If the contribution, together with any other contributions on behalf of participant would cause the participant to exceed the maximum allowed by law, the excess shall be paid to participant in cash, less required withholding.

2. Source of Funds: The School District shall pay the entire cost of the plan.

3. Administration: This Plan shall be administered by the Board of Education by and through the administration of the School District.

4. Income Tax Consequences: The payments made pursuant to the ERIP are made to buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment, and to pay a

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[2] Neb. Rev. Stat. § 79-825:

"§ 79-825. Part-time certificated employee; become permanent employee; formula; reduction in force; effect

(1) Part-time certificated employees shall become permanent certificated employees based upon the following formula:

(a) For certificated employees employed four-fifths time or more, each such year of employment shall count as a full successive school year; and

(b) For certificated employees employed one-half time or more but less than four-fifths time, each such year of employment shall be credited against the three-year requirement for acquiring permanent certificated employee status in an amount proportionate to the term of such employment for each year. Such certificated employees shall become eligible for permanent certificated status at the beginning of the school year next succeeding the year in which they attain the proportionate amount of time.

(2) Any certificated employee who achieves permanent certificated employee status shall not lose such permanent certificated employee status because of reduction in force resulting in a contract amendment which would reduce such certificated employee to any part-time employment position."

HISTORY: Laws 1982, LB 259, § 2; Laws 1991, LB 166, § 2; R.S.1943, (1994), § 79-12,108; Laws 1996, LB 900, § 455.

negotiated amount of money in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights. As such, FICA, Social Security taxes, and similar taxes are not to be withheld from payments made pursuant to this ERIP unless, in the sole discretion of the School District, it is determined that the law requires that such taxes or withholding be made, in which event the social security percentage and any other required state or federal withholdings may be subtracted from each payment to the participant. Otherwise, and except as otherwise provided in this ERIP, no state or federal retirement contributions, FICA, FUTA, or state or federal unemployment contributions, including employer and employee share thereof will be withheld from or contributed in relation to the payments. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that should have been withheld from or contributed in relation to the ERIP payments, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all sums which it is called upon to pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the ERIP shall be required to waive and release the School District from claims and rights as provided in a Release and Agreement adopted as a part of this ERIP policy. The Administration shall give the requisite notices to eligible employees as required by law in order for the Release and Agreement to be fully enforceable.

All eligible certificated employees shall be provided a copy of this ERIP Policy and the Application at least forty-five (45) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

The ERIP program and policy, and all benefits provided herein, shall expire and be of no force and effect with regard to eligibility under this ERIP as of August 31, 2024, and as to participation in this ERIP as of August 31, 2027.

2021-2022
CERTIFICATED STAFF MASTER AGREEMENT

THIS AGREEMENT was made and entered into this ***11th day of December, 2020*** by and between the SCHUYLER COMMUNITY SCHOOLS (SCS) SCHOOL BOARD and the SCHUYLER EDUCATION ASSOCIATION OF SCHUYLER COMMUNITY SCHOOLS (SEA).

I. LEAVE AGREEMENT

1.1 PERSONAL TIME OFF (PTO)

Certified Staff shall receive 11 days of Personal Time Off (PTO) each year. PTO days include personal illness, immediate family illness, bereavement and personal leave.

The immediate family is defined as a wife or husband, (step) son or (step) daughter, father or mother of the wife and husband, sister or brother, grandchild, grandmother or grandfather. Personal leave is defined as taking a day(s) off work to be used at the discretion of the individual employee.

When requesting PTO days, except for illness and emergencies, give the Principal one (1) week of lead-time. Staff members are encouraged to make all PTO requests as early in the year as possible in order to obtain substitute teachers. Once a request is granted, that day or days will be categorized as PTO (if you have PTO days remaining) and will be deducted from your total PTO days. When all of your PTO days are used, any other days used must be for bereavement or sick leave and will be taken from an individual's personal accumulated sick days. Once all of your PTO and personal accumulated sick days are used, staff members will either qualify for the emergency medical sick leave bank or they will be docked accordingly.

Unused PTO shall accumulate up to 50 days of sick or bereavement leave. The administration reserves the right to require a certificate from a medical doctor when a person is using accumulated sick days. An employee is not permitted to go into a negative balance on PTO. Once a zero PTO balance results and the certified staff member is not using accumulated sick/bereavement leave or the Emergency Medical Leave Bank, and a teacher must be absent, salary deductions will be made on the basis of $1/185^{th}$ of the teacher's salary schedule placement ***for*** each day absent.

If, at the beginning of a contract year, a full time certified employee has 50 accumulated sick/bereavement days - and at the end of the same contract year the same full time certified employee has accumulated sick/bereavement of 50 days – for any unused days the full time certified employee shall receive $100/unused day. For example: Staff member "X" starts the school year w/ 50 accumulated sick/bereavement days. At the beginning of the school year "X" receives 11 PTO days. "X" donates 1 day to the emergency medical leave band (EMLB). During the year "X" uses 3 PTO days. "X" would receive $700 (subject to withholding) on or before their September paycheck.

If a certified staff member has used all 11 PTO days, any leave day(s) requested must be accompanied by a written reason for the requested leave – exception sick days.

At the beginning of the school year, the superintendent's office shall notify each employee concerning his/her accumulated sick/bereavement days.

Based on substitute availability, six (6) teachers will be granted PTO days the day prior to or the day following a school vacation. These requests will be filled on a first come first serve

basis. For purposes of this section, school vacation will mean Fall Break, Labor Day, Thanksgiving, Christmas, School Holiday, Easter Vacation, Summer Vacation and Memorial Day.

PTO requests on scheduled parent-teacher conferences and district or building level professional development days will be limited to sick or emergency leave approval. Any leave granted by the administration beyond the teacher's PTO days shall result in a reduction of the teacher's compensation by one (1) contract day's pay for each day missed.

PTO days will be reduced in one-hour increments

1.2 PROFESSIONAL LEAVE.

Teacher initiated professional leave shall be limited to five (5) days. More days may be granted with administrative approval for special circumstances. Professional leave will be granted to teachers to make school visitations, attend workshops and professional meetings, register for college classes, or appointments with college personnel. All requests for such leave shall be made in advance to the administration. All professional leave requests are subject to administrative approval. Expenses will be paid for workshops and professional meetings when the Board of Education makes a mandatory request that staff attend. Mileage will be paid to one (1) person for transportation of up to four (4) attending staff members. Professional leave does not include instruction time missed by a coach or sponsor who is attending to scheduled duties related to their position as coach or sponsor.

1.3 BEREAVEMENT LEAVE CLARIFICATION

A teacher may be granted leave for bereavement purposes to the extent of the teacher's accumulated sick leave for a member of the immediate family, as defined by the master contract (refer to definition to immediate family in 1.1). A maximum of two personal accumulated sick leave days will be granted for bereavement leave not fitting the "immediate family" description.

1.4 LEAVE OF ABSENCE.

A teacher who has been employed by Schuyler Community School for seven years of continuous full-time teaching may request a one-year leave of absence. The teacher must apply for leave in writing on or before March 1 of the year preceding the school year of the leave. In its sole discretion, the Board of Education shall determine the number of leaves of absence, if any, which will be permitted during a school year.

If the number of applicants exceeds the number of leaves authorized by the Board, the leaves will be granted in the order of the seniority of the applicants. Seniority shall be defined as the number of continuous full-time years of employment in the district as a teacher. A break in service will terminate a teacher's seniority under this provision. If two or more teachers tie in seniority, the tie will be broken by a flip of the coin.

Time during a leave of absence and time when a teacher has been reduced in force and is not teaching full-time for Schuyler Community School shall not constitute a break in service for the purpose of seniority in other provisions of the negotiated agreement where seniority may be applicable. However, any years of leave of absence and any years of absence prior to recall for a teacher who has been reduced

in force will not count as years of employment for the purpose of increased seniority or any other provision of this agreement.

For the purpose of this section only, a teacher who is granted a leave of absence shall lose seniority and upon returning to the employment of the school district shall earn seniority anew. For example, if a teacher with 20 years of continuous full-time teaching experience applies for a leave of absence and has the greatest seniority of all applicants, the teacher will be given first preference in granting the leave. Upon returning to the district after the completion of the leave, the teacher's prior seniority will expire and he/she will begin to acquire seniority as if the first year after the leave were the teacher's first year of employment. This provision will prevent teachers with the greatest seniority from dominating the leaves of absence and will rotate the opportunity for such leaves among the staff. A teacher desiring to return to employment after a leave of absence shall be required to submit a written statement of her or his intention to return on or before March 15 of the school year of the leave. The failure of the teacher to submit a written statement of intention to return by March 15 shall constitute a refusal of employment for the following school year and shall authorize the Board of Education to take action to terminate the employment.

During the period of the leave, the teacher may continue health and life insurance coverage by paying the premiums in advance as mutually agreed upon by the staff member and administration. Upon return, any benefits which had accrued prior to the leave will be restored to the teacher, but the leave of absence shall not be considered as a year of employment by the school district for advancement on the salary schedule. A teacher returning from a leave of absence shall be placed in a teaching position for which she or he is endorsed.

1.5 EMERGENCY MEDICAL LEAVE BANK.

The EMLB (Emergency Medical Leave Bank) has been established to protect certified staff participants from financial loss due to extended absence from contracted duties.

I. Purpose

The bank may be used for: personal injury or illness; illness or injury of any member of the member's immediate family which requires the personal attendance of the employee; funeral/bereavement of any member of the employee's immediate family; or childbirth/adoption.

A limit of ten (10) days may be requested from the Emergency Medical Leave Bank for all types of deliveries or adoption. If a member has 30 days of annual/accumulated leave built up, the member may not request any additional maternity/paternity leave from the Emergency Medical Leave Bank. For example, if a member has 21 or more days accumulated, only the number of days needed to reach 30 may be requested. (Refer to the definition of "immediate family" in section 1.1.)

II. Membership

Emergency Medical Leave Bank (EMLB) membership shall be available for any certified staff member who: donates one (1) full day of annual PTO leave to the bank. This must happen each year that the staff member chooses to belong to the EMLB. A certified staff member shall not be eligible to apply for EMLB days during extended contract time.

The amount of bank days shall not exceed the total number of days contributed by certified staff participants. At the completion of each contract year, (after the last counted contractual day), the balance of the account shall become zero (0) days.

Assessment of bank days shall take place at the beginning of a certificated staff member's contractual year. The beginning of a member's contractual year will be the first day of the counted contractual

days. Membership will only be taken during the first five (5) working days of a certified staff member's contractual year if contracts are accepted and signed. By the end of the tenth working day of the contractual year, the Schuyler Community School building representatives shall provide the superintendent's office with a list of the certified staff members who have agreed to participate in the EMLB and contribute a minimum of (1) day of annual PTO to the bank. A staff member may provide extra days to the EMLB by donating accumulated sick leave to the bank. A second assessment for (1) additional PTO or accumulated sick leave day(s) per member may be made prior to the first day of the second semester of the contract year. Contribution to the second assessment is voluntary and does not affect membership status. Schuyler Community School building representatives shall provide notification of this assessment to the superintendent's office.

The superintendent's office shall be responsible for maintaining records and completing bookkeeping for the EMLB. Bank days donated may not be withdrawn if a member decides to withdraw from the bank.

III. Eligibility

Eligibility to withdraw EMLB days shall require: contribution of the required day(s) during the current contractual year; all annual PTO days and accumulated sick leave days must have been used; the absence must be for three or more successive contractual days; the extended absence must meet the guidelines established; and the application form must be accompanied by a statement from a physician or school nurse indicating the necessity of the absence if for reasons other than funeral/bereavement. (Exception: the three successive days absence guideline does not apply to regularly scheduled (monthly) absences that are necessary for the treatment of a chronic/ongoing medical condition.) When applicable, long term disability benefits would commence after all annual PTO days and accumulated sick leave days and allowed EMLB days have been utilized. The long term disability compensation waiting period is 30 calendar days from the first day of the employee's absence. The EMLB cannot be used when workman's compensation is applicable. The workman's compensation waiting period is 7 calendar days from the first day of the employee's absence.

It is the responsibility of each certificated staff member to contact the District Business Manager to apply for LTD.

IV. Application

Application for EMLB days shall be made to the Schuyler Community Schools building representatives. Building representatives shall be defined as the certified staff members elected to the Schuyler Education Executive Board from Schuyler Community Schools. Application must be made within five (5) days of returning to work after the extended absence. Planned leaves may be applied for up to 30 days prior to the event. After the superintendent and district business manager are informed that an application is made, the teacher's salary will not be affected unless deductions are necessary after all requests are considered. The Schuyler Community School building representatives will consider applications within ten (10) working days of the application.

A member shall make a personal appearance before the Schuyler Community Schools building representatives if applying for EMLB days for two (2) consecutive years.

II. INSURANCE INFORMATION

2.1 LIFE INSURANCE.

The Board of Education will provide each teacher term life insurance in the amount of $25,000 with the Board paying the premium. (Additional coverage may be purchased for $/month by the insured.)

2.2 HEALTH AND ACCIDENT.

The School District shall provide Blue Cross Blue Shield health dual option insurance and single dental insurance coverage through the EHA on a four tier format for all certified staff electing to be covered and their dependents when applicable. A certified staff member who has a spouse that is employed as a certified staff member in another school district or ESU, and who is eligible for that district's or ESU's health insurance are encouraged to work cooperatively with Schuyler Community Schools in sharing health insurance costs. SCS is willing to work with the spouse's district in deciding which district will hold the health insurance policy. The certified staff members and dependents who are covered by SCS health insurance shall receive the benefits provided for teachers and their dependents who are insured under group insurance plans, namely $1,200 Deductible/$3,600 HSA (Dual Option) health coverage and PP0 80% and single A and B with 50% C dental coverage, issued by Blue Cross/Blue Shield of Nebraska Educator's Health Alliance, for insuring the NSEA Nebraska Teachers Group. There will be no cash payments added to the salaries in lieu of taking this fringe benefit. Exception for clarification: if the staff member of Schuyler Community Schools has a spouse who is also a staff member of Schuyler Community Schools, the Board will pay for the fringe benefit in the amount necessary but not more than the amount set out above. This would entitle a teaching husband-and-wife combination in the above situation to a fully paid family dental benefit. There would be no cash allowance in lieu of any available fringe benefit in the above instance.

When a wife and husband no longer have dependents, the wife will receive single coverage and the husband will receive single coverage. The wife and husband will each receive single dental coverage.

The four (4) tier health coverage include the following monthly payments:

2021-22 Health Insurance Costs (5% Discount Rate). *(New Rates for 2021-22 in Nov.)*

$1,200 Deductible	**Health**	**Dental**	**Total Cost**
Employee	$658.43	$29.54	$8,255.64
Employee and Child(ren)	$1,218.07	$29.54	$14,971.32
Employee and Spouse	$1,382.67	$29.54	$16,946.52
Employee, Spouse and Child(ren)	$1,856.58	$29.54	$22,633.44
Married Couple Benefit (Family Dental)		$53.75	$645.00

$3,600 HSA	**Health**	**Dental**	**Total Cost**
Employee	$565.12	$29.54	$7,135.92
Employee and Child(ren)	$1,045.50	$29.54	$12,900.48
Employee and Spouse	$1,186.77	$29.54	$14,595.72
Employee, Spouse and Child(ren)	$1,593.52	$29.54	$19,476.72
Married Couple Benefit (Family Dental)		$53.75	$645.00

2.3 INCOME PROTECTION.

The Board of Education will provide and pay for the income protection plan (long term disability) for each teacher.

2.4 IRS SECTION 125 PLAN.

The Schuyler Community Schools has in place an Internal Revenue Service Section 125 Plan.

III. SALARY INFORMATION

3.1 SALARY SCHEDULE. The salary schedule for the teachers shall be in accordance with Appendix "A" attached hereto with a base salary of ***$36,800.***

3.2 EMPLOYMENT PERIOD. The annual employment period for teachers shall be 185 contract days.

3.4 VERTICAL MOVEMENT. In no case can a teacher move vertically more than one step per year. All teachers shall move vertically one step down at the beginning of the contract year for each year of experience, providing the teacher is not at the bottom step of a salary schedule column. Teachers initially hired for one semester or longer shall be credited with one year of experience for that partial year.

3.5 HORIZONTAL MOVEMENT.
A teacher wishing to move horizontally on the salary schedule must meet the following criteria:
(A) All hours beyond the bachelor's degree must be:

(1) Graduate hours,
(2) Must be in accordance with a schedule of courses leading toward a Master's degree,
(3) Must be approved by the superintendent, or
(4) The Superintendent of Schools is authorized to give written permission for a certificated staff member to take nine (9) hours of college credit, which is not in an advanced degree program. The Superintendent of Schools will approve courses prior to enrollment. Courses which are considered an enhancement to student instruction will be given priority consideration.

(B) The BA+36 column will no longer exist with the following exceptions:

- Certified staff that are in the BA+36 column at the beginning of the 2006-2007 contract year will be allowed to continue vertical movement on the BA+36 column until they have reached step 14 (1.72 index) for contract year 2006-2007 and step 15 (1.76) for contract year 2007-2008. All vertical movement on the BA+36 column will be at a 4% rate regardless of any subsequent changes in the vertical movement rate of compensation.

(C) Columns which recognize MA + 9 hours, MA + 18 hours, and MA + 27 are included in the salary schedule. To be recognized, the following criteria must be met:

(1) hours must be beyond those required for endorsements in teaching areas,
(2) all hours must be on graduate level,
(3) all hours must be in the teacher's specialty field in which he/she is assigned,
(4) all hours must be approved by the superintendent. Hours for which approval is not given will be explained in writing by the superintendent for the teacher's information.

The intent of the three columns (MA+9; MA+18; MA+27) is to recognize individuals who have taken graduate work beyond the MA, which is taken for professional improvement, or work on a doctorate.

(D) It is a teacher's responsibility to notify the superintendent's office in writing no later than May 15 if s/he intends to move horizontally on the schedule for the coming school year. If the teacher fails to notify the office of the superintendent by May 15 he/she may not be advanced horizontally for the coming year.

(E) Credits earned or reported after the opening day of school will not be counted on the salary schedule until the next contract year.

(F) It is the responsibility of the teacher to have on file in the superintendent's office transcripts of all college credit earned that is pertinent to that teacher's placement on the salary schedule, pertinent to meeting state accreditation standards, and for verification of data used in state aid applications.

3.6 SUBSTITUTE TEACHING. When a certified staff member is asked by the administration to substitute during their planning period in another teacher's absence, the teacher substituting shall receive:

All teachers will receive $18.00 dollars per period. In the event that a staff member covers less than a full period of time, the following is the prorated payment:

- Less than half of a period (20 minutes) – no compensation
- Half or more of a period - $18.00
- Writing lesson plans for another teacher's long-term leave - $18.00 per day, up to 10 days or until long-term sub is secured.

3.7 TEACHING EXTRA CLASSES. A 6th thru 12th grade teacher who teaches a full class period during his/her plan period (forfeiting all of a planning period) shall receive an additional fraction of his/her salary equivalent to one (1) period of the day.

3.8 PART-TIME TEACHERS. Part-time teachers will be placed on an adjusted index to compensate for the ten non-teaching days on the contract, unless such teacher is otherwise compensated for these days.

$$\text{Adjusted Index} = \frac{\text{Index x (10+ (175 x part-time employee))}}{185}$$

Accordingly, the equivalent ratio of employment shall be applied to all benefits listed in this document. Non-teaching in service days shall be established at the beginning of the contract year.

3.9 EXTRA DUTY PAY

3.9A EXTRA DUTY SCHEDULE CLASSIFICATIONS

Class 0 – (unpaid)

FCA
Wrestling Aids

Class I

Art Club
Flags
National Honor Society
9th Grade Sponsor
S Club Assistant

Class II

AV Director
Mock Trial
10th Grade Sponsor
12th Grade Sponsor

Class III

11th Grade Sponsor(s) 2 times the money
Science and Math Club
Cultural Unity Club
Year Book/Journalism (SCHS/SMS)
S Club
SADD
FFA Assistant
Elementary Recorder Choir
Youth Program Coach (FB, VB, Wr, GBB, BBB)

Class IV

One Act Play Asst. Director
FCCLA
FFA
Musical
Plays
HS Student Council
Vocal Music

Class V

Junior High Assistant Coaches
- Football
- Volleyball
- Boys' & Girls' Basketball
- Boy's & Girls' Track
- Wrestling
- Cross Country

One Act Play Director
Strive Sponsor/Channel 99
Dance Team

Class VI

Junior High Head of Program Coaches
- Football
- Volleyball
- Boys' & Girls' Basketball
- Boy's & Girls' Track
- Wrestling
- Cross Country

**Head coaches on step 10 will be placed at 9% for the 2015-16 contract year.*

Class VI(Continued)

Assistant Cross Country
Speech Asst. Director
Intramural Coordinator

Class VII

Assistant Softball
Assistant Soccer
Assistant Track
Head Cross Country
Speech Head Director

Class VIII

Assistant Coaches
- Basketball
- Football
- Volleyball
- Wrestling
- *9th Grade (Including Coaching)*

Cheerleader Sponsor

Class IX

Head Softball Coach
Head Soccer Coach
Head Golf Coach

Class X

Head Coaches
- Basketball
- Football
- Band
- Volleyball
- Wrestling

The following activities shall have constant % of the base or a set dollar amount and therefore are not placed on the above Extra Duty Schedule.

3.9B Extra Duty Pay Schedule – Based on Constant Percentages of the base

- Head Teacher – 7%
- Building level LAN Manager - $300
- Head Weight Training Coordinator – 5%
- Assistant Weight Training Coordinator – 3%
- Middle School Student Council Sponsor – 3.9%.
- Schuyler Youth Group Sponsor – 3.9%
- Aerobic Trainer – 5% - If the position is shared by 2 people, each shall receive 3.25%
- Music Director 7th and 8th grade - $50/public performance and approved activity outside of school time. Plus $100/contest.
- School Improvement Team (SIP):
  -Chair of SIP – 6% If co-chairs, each gets 4%
  -School Improvement Team Committee members (K-8 only) – 2.5%
  -Target Area Goal Chair and School Profile Chair (High School only) – 3%
- SAT/504/Rural School IEP Case Managers (K-12: If added to a full teaching load) – 5%
- Assistant High School Musical Director (when there is a high school musical) – 2.5%
- Strive Assistant – $10.00 per hour not to exceed a total of $1,625.
- One Act Play Set Building Coordinator - $750
- Grade-level Reading Coaches - $500 per semester

3.9B EXTRA DUTY PAY SCHEDULE – CLASSIFICATIONS CATEGORIES

Experience	I	II	III	IV	V	VI	VII	VIII	IX	X
1	1.3	1.8	2.5	4.1	6.0	7.2	8.5	9.5	11.0	12.5
2	1.4	1.9	2.6	4.2	6.0	7.3	9.0	10.0	12.0	13.5
3	1.5	2.0	2.7	4.3	6.0	7.4	9.5	10.5	12.5	14.0
4	1.6	2.1	2.8	4.4	6.0	7.5	10.0	11.0	13.5	15.0
5	1.7	2.2	2.9	4.5	6.0	7.6	10.5	11.5	14.0	15.5
6	1.8	2.3	3.0	4.6	7.5	7.7	11.0	12.0	16.0	16.5
7	1.9	2.4	3.1	4.7	7.5	7.8	11.5	12.5	17.0	17.5
8	2.0	2.5	3.2	4.8	7.5	7.9	12.0	13.0	17.5	18.5
9					7.5	7.9	12.0	13.0	18.0	19.0
10					9.0	10.0	12.0	13.0	18.0	19.5

Percentage (times) base salary determines extra duty pay.

3.9C EXTRA DUTY REVIEW COMMITTEE

Purpose: This committee shall review the placement of coaching and sponsorship positions on the extra duty schedule. Any individual (sponsor or coach) may petition for an increase in compensation. Documentation that supports hours, effort, educational benefits, etc. will be required from the sponsor/coach submitting the request. Individuals must submit request and documentation by May 1st.

Committee Members: 1. Principal or Assistant Principal. 2. High School AD. This person will serve at the chair of the committee. 3. Two of the four building representatives.

Procedures: 1. Individual submits request and documentation to committee chairperson.
2. Committee evaluates request and documentation.
3. Review committee provides recommendations to SEA and board negotiating team by June 1st.
4. The board negotiating team makes a recommendation to the entire board if approved by SEA and board negotiating teams.
5. The entire board acts on the recommendation.

3.9D MISCELLANEOUS EXTRA DUTY PAY CONSIDERATIONS

1. Coaching pay includes pre-school athletic practice in the fall of the year.

2. Weight lifting coordinator and assistant coordinator pay includes the summer conditioning program.

3.Extended contract will be figured by taking 1/185 X the number of days of extended contract plus the experience in the BA column to step 7 (1.24). Minimum payment $198.92/day; Maximum payment $246.66/day. Current extended contracts are grandfathered and any reduction may be subject to provisions of the reduction in force policy. Extended contracts for new employees will be considered on an annual basis and listed as an "extra duty" assignment.

4. The Board of Education will pay individual teachers the minimum hourly wage for carrying out any assigned supervisory duties in connection with sports and ticket selling.
Exception: Teachers will receive their faculty pass for their first three supervisory duties. There will be no hourly wage for the first three supervisory duties.

3.9.E CURRICULUM IMPROVEMENT AND PROGRAM DEVELOPMENT REQUESTS

Staff requests to develop curriculum and improve programs can be funded to a maximum of $7,000 at a rate of $24 per hour. All projects will be completed "off contract time". Proposals developed by one or more teachers may be submitted throughout the school year. Proposals must include a) Title; b) Description; c) Rationale; d) Objectives; e) Budget; and f) Completion time line. Payment of staff members will occur upon project completion. All projects must be completed by August 1 of the current fiscal year so final payments can be made at the final board meeting of the fiscal year in August. Funds will be available on a quarterly basis with unused money carried over to the next quarter for other proposals. Proposals will be submitted by the

15th of the month to be considered by the school board at the next month's meeting. Quarters will conclude at the end of November, February, May and August.

3.9.F MISCELLANEOUS EXTRA DUTY PAY

-Summer Pay for SPED - Certified SPED teachers will be compensated at the rate of $24.00 per hour.
-Summer school teachers – including kindergarten round-up – and high school weight room supervisors will be paid at the rate of $24.00 per hour.

Incentive Pay: The board of education and the SEA will agree annually on incentive pay. The board will officially adopt the "teacher incentive plan" memorandum of understanding (MOU) in the fall of the current school year. Items considered for inclusion in the incentive plan and the amounts paid will be reviewed annually and attached to this document as Appendix "C".

3.10 Living in the Schuyler School District Stipend
Refer to Appendix A

IV. CONTRACT INFORMATION

4.1 CONTRACT RELEASE.

Release from contract for the purpose of accepting a new position in other educational systems will be granted prior to June 1st, and upon contracting a qualified replacement. Releases from contract after June 1st, are allowable by mutual agreement between the teacher and the Board of Education.

V. GRIEVANCE PROCEDURE

The grievance procedure shall be in accordance with Appendix "B" attached hereto.

VI. DURATION

This contract shall be effective as of August 1, *2021* and shall continue in effect until July 31, *2022*. If a new and substitute contract has not been duly entered into prior to July 31, *2023* the terms of this contract shall continue in full force and effective until such substitute contract is adopted, which shall then be fully retroactive to August 1, *2021*.

APPENDIX A

DISTRICT RESIDENCY POLICY FOR CERTIFIED STAFF

It is the philosophy of the Schuyler Community Schools that all Schuyler Community Schools employees should live within the boundary of the Schuyler Community Schools district. Therefore the following provisions shall be put into place.

Definitions:
Certified Staff: All teachers who are contracted for a minimum of .50 FTE.

Primary Domicile: Living within the boundaries of Schuyler Community Schools District and is eligible to register to vote in the Schuyler district, and is not a registered voter in another school district.

District: A subdivision of the state (school) or of a county, city, village, or other political subdivision in which all registered voters residing within the district are entitled to participate in the election of any one or more candidates or in the determination by election of any question or proposition. (Nebraska Statute – Section 32-107)

Residency: 1) that place in which a person is actually domiciled, which is the residence of an individual or family, with which a person has a settled connection for the determination of his/her civil status or other legal purposes because it is actually or legally his/her permanent and principal home, and to which, whenever he/she is absent, he/she has the intention of returning, 2) the place where a person has his/her family domiciled even if he/she does business in another place. (Nebraska Statute – Section 32-116)

Any Schuyler Community Schools certified staff member who moves into District #19-0123 (Schuyler Community Schools) after January 1, 2006 is eligible to receive a $1,000 bonus. The board reserves the right to inspect appropriate documentation to verify this action. The payment of said bonus will be made upon the board's completion and acceptance of such inspection.

No certified staff member may receive the described bonus more than once.

APPENDIX "B"

GRIEVANCE PROCEDURE

I. DEFINITION

A. A "grievance" is an alleged violation or abuse of any term or condition of employment.

B. A "grievant" is an employee(s) who files a grievance.

C. "Day" means calendar day: Saturdays, Sundays, and State mandated legal holidays are excluded as the last day of the time limit.

D. "Representative" is a person or agent designated to represent either party in the grievance procedure.

E. "Party in interest" is a person, agent, or agency with an interest in the grievance.

II. PROCEDURE

A. Grievances shall be processed promptly and expeditiously.

B. Time notwithstanding, grievances shall be adjudicated as set out within this grievance procedure.

C. Formal grievance shall be filed in writing. Communications and decisions concerning formal grievance shall be in writing.

D. Provided requests for grievances are filed two (2) days prior to the hearing, parties in interest shall be permitted representatives limited to two persons at all levels of the procedures, and witnesses determined by the person or body conducting the hearing, provided requests for such are filed two (2) days prior to the hearing.

E. Failure by a grievant to process a grievance within the specified time limit shall render the grievance as waived or settled in favor of the Board of Education.

F. After Level III, there shall be no additional evidence submitted during the grievance process.

III. PROCESSING

A. Level I - Informal Grievances

In order to resolve the grievance, a grievant shall discuss informally with his/her immediate superior, the principal, and any alleged violation of abuse making up the grievance within fourteen (14) days of the occurrence. Failure to resolve the grievance within (7) days shall advance it to Level II.

B. Level II - Formal Grievances

A grievant shall file a formal written grievance with the principal within thirty (30) days of the occurrence, and said writing shall contain a precise statement of the nature of the grievance, shall identify the article or provision of the contract or item arrived at through negotiation allegedly violated, shall present the evidence, shall state the remedy requested, and shall be signed by the grievant. The principal

shall issue a decision within seven (7) days of receipt.

C. Level III - Appeals to the Superintendent of Schools

1. Within five (5) days of the decision at Level II, the grievant may request an appeal to the superintendent. The appeal shall include all materials previously submitted.

2. The superintendent shall establish a hearing within ten (10) days following such requests and shall notify the grievant at least five (5) days prior to the hearing date.

3. Within five (5) days after the hearing, the superintendent shall notify the parties in interest of his decision.

D. Level IV - Appeals to the Board

Grievances appealed to the Board shall be processed as in Level III, except that the Board will establish a hearing within thirty (30) days.

E. General Provisions

1. No prejudice will attend any party in interest by reason of the utilization or participation in the grievance procedure.

2. The filing or pendency of any grievance shall not impede the normal management operation of the schools.

3. All records of grievance processing shall be filed separately.

4. Parties in interest will cooperate in investigating and providing pertinent information concerning a grievance being processed.

Appendix "C"

2020-21 Incentive Pay Program

Items listed below are considered outside of scope of regular teaching assignments and considered for additional compensation and/or payment under the Schuyler Community Schools Master Agreement provision for Incentive Pay. Items identified below are in mutual agreement between the board of education and the Schuyler Education Association.

Teach College Credit Course under the guidelines outlined by the Institution granting college or dual credit for the class. $100 per college credit hour

a. Master Degree Teacher.
b. Approval of course curriculum with the college.
c. Enroll students and teach college course.
d. Assess student progress and submit grades to the high school and college.
e. Stipends paid in July payroll following course completion.

Teach Remote Course under the guidelines outlined by the building principal. $150 per semester.

a. Assignment by the building principal
b. Approval of course curriculum.
c. Enroll students and teach remote (zoom) course.
d. Assess student progress and submit grades.
e. Stipends paid in July payroll following course completion.
f. Payment will be suspended during school closure.

Teach Language (Spanish/English) Course $50 per person/ $500 maximum

a. Course designed to promote progress toward employee bilingual certification.
b. Submit required class schedule: minimum of 24 hours.
c. Employee cost to enroll: $10 per participant.
d. Submit required class attendance and course evaluation.
e. Stipends paid in January/July payroll following course completion.

College tuition reimbursement for courses completed for additional endorsement or advanced degree without salary advancement.

a. College Course for additional endorsement or advanced degree in approved area.
b. Course must be approved prior to enrollment.
c. Reimbursement for actual tuition cost up to $200 per credit hour.
d. Incentive reimbursement ***is upon proof of registration for the course or*** upon successful completion of the course. ***If paid in advance, transcripts must be provided to verify successful completion of the course or repayment is required.***
e. If used for salary advancement, tuition incentive must be repaid prior to advancement.
f. Limit of 30 credits per semester. (first come, first serve basis)

Workshop Stipend: (Optional) any staff member who conducts a workshop during a professional development day is entitled to a $50 stipend per workshop. Limit $100 per day.

Updated 12/11/2020

Wellness Day: (Optional) any staff member and/or spouse choosing to participate in the "Wellness Day" program may do so by donating a day of PTO in exchange for a reduced membership to Anytime Fitness Center. Donation of one day will result the district picking up the monthly membership fee above $10. *The program will cover September 2020 through August 2021 (12 months).*

Family Literacy Grant Program: (Optional) any teacher who volunteers to host a parent involved in the Family Literacy Grant Program is entitled to a $250 stipend for each parent. Limit: 4 parents per year.

SCHS School Improvement Grant (SIG) Incentive:

Math and Reading Improvement Incentives

Math Performance	$4,000
Reading Performance	$4,000

BILINGUAL CERTIFICATION: $500 per year for 5 years.

1. Participate in the State of Nebraska "Seal of Biliteracy Program"
2. Attain Proficiency on Form B of the AAPPL-ACTFL Assessment of Performance toward Proficiency in Languages Test.
3. Must recertify every 5 years.

DISTRICT RESIDENCY POLICY FOR CERTIFIED STAFF

It is the philosophy of the Schuyler Community Schools that all Schuyler Community Schools employees should live within the boundary of the Schuyler Community Schools district. Any Schuyler Community Schools certified staff member who moves into District #19-0123 (Schuyler Community Schools) after January 1, 2006 is eligible to receive a **$1,000** bonus. The board reserves the right to inspect appropriate documentation to verify this action. The payment of said bonus will be made upon the board's completion and acceptance of such inspection. (Appendix "A" of the Certified Staff Master Agreement)

Workforce Housing Initiative Pilot Program (WHIPP)

In addition, any Schuyler Community Schools certified staff member who qualifies for the residence program and elects to participate in WHIPP as a renter or owner shall be eligible for additional compensation as specified below:

WHPP Home Renter: $1,000 per year for 5 years (Total $5,000)
WHPP Home Owner: $2,000 per year for 5 years or a total of $10,000 lump sum payment

Schuyler Education Association	**Board of Education**
_____	_____
President	President
_____	_____
Chief Negotiator	Secretary

VII. ENTIRE AGREEMENT

This agreement sets forth the entire intent and understanding of all parties hereto on the subject hereof.

IN WITNESS WHEREOF, the parties hereto have hereunder caused this instrument to be executed on the ***11th day of December, 2020.***

For the Board of Education	For the Schuyler Education Association
_____	_____
_____	_____
_____	_____
_____	_____

Addendums outside the enforcement of this contract

*According to Neb. Statute 48-811, 816 and 818 reflected in SCS policy 407.07, the following timelines are in affect beginning w/ the 2013-14 contract and continuing until changed by state statute.

- September 1 or earlier– SEA recognition requested
- October 1 or earlier– Board response to SEA request
- November 1 or earlier– Negotiations shall begin
- February 8 – if needed – mandatory mediation or fact-finding (unless waived by all parties)
- March 25 (with exception) negotiations, mediation and fact-finding shall end
- If no agreement – file a petition w/ the CIR
- September 15 of the following year - CIR renders decision

*A "salary schedule" committee shall be organized annually by the superintendent:

- The committee shall be made up of teachers, administrators and board members
- To research traditional and unique salary schedules
- To present to the board and SEA a salary schedule for discussion
- To be completed prior to the start of negotiations

Schuyler Community Schools Salary Schedule

Base $36,800 — **2021-22** — *** Allow 7 years outside experience**

Acros 0.0500

Down 0.0400

Grandfathered

	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	$36,800.00	$38,640.00	$40,480.00	$42,320.00	$44,160.00	$44,160.00	$44,160.00	$46,000.00	$47,840.00	$49,680.00
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2000	1.2500	1.3000	1.3500
2	$38,272.00	$40,112.00	$41,952.00	$43,792.00	$45,632.00	$45,632.00	$45,632.00	$47,472.00	$49,312.00	$51,152.00
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2400	1.2900	1.3400	1.3900
3	$39,744.00	$41,584.00	$43,424.00	$45,264.00	$47,104.00	$47,104.00	$47,104.00	$48,944.00	$50,784.00	$52,624.00
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.2800	1.3300	1.3800	1.4300
4	$41,216.00	$43,056.00	$44,896.00	$46,736.00	$48,576.00	$48,576.00	$48,576.00	$50,416.00	$52,256.00	$54,096.00
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3200	1.3700	1.4200	1.4700
5	$42,688.00	$44,528.00	$46,368.00	$48,208.00	$50,048.00	$50,048.00	$50,048.00	$51,888.00	$53,728.00	$55,568.00
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.3600	1.4100	1.4600	1.5100
6	$44,160.00	$46,000.00	$47,840.00	$49,680.00	$51,520.00	$51,520.00	$51,520.00	$53,360.00	$55,200.00	$57,040.00
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4000	1.4500	1.5000	1.5500
7	$45,632.00	$47,472.00	$49,312.00	$51,152.00	$52,992.00	$52,992.00	$52,992.00	$54,832.00	$56,672.00	$58,512.00
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4400	1.4400	1.4900	1.5400	1.5900
8		$48,944.00	$50,784.00	$52,624.00	$54,464.00	$54,464.00	$54,464.00	$56,304.00	$58,144.00	$59,984.00
		1.3300	1.3800	1.4300	1.4800	1.4800	1.4800	1.5300	1.5800	1.6300
9		$50,416.00	$52,256.00	$54,096.00	$55,936.00	$55,936.00	$55,936.00	$57,776.00	$59,616.00	$61,456.00
		1.3700	1.4200	1.4700	1.5200	1.5200	1.5200	1.5700	1.6200	1.6700
10			$53,728.00	$55,568.00	$57,408.00	$57,408.00	$57,408.00	$59,248.00	$61,088.00	$62,928.00
			1.4600	1.5100	1.5600	1.5600	1.5600	1.6100	1.6600	1.7100
11				$57,040.00	$58,880.00	$58,880.00	$58,880.00	$60,720.00	$62,560.00	$64,400.00
				1.5500	1.6000	1.6000	1.6000	1.6500	1.7000	1.7500
12					$60,352.00	$60,352.00	$60,352.00	$62,192.00	$64,032.00	$65,872.00
					1.6400	1.6400	1.6400	1.6900	1.7400	1.7900
13					$61,824.00	$61,824.00	$61,824.00	$63,664.00	$65,504.00	$67,344.00
					1.6800	1.6800	1.6800	1.7300	1.7800	1.8300
14					$63,296.00	$63,296.00	$63,296.00	$65,136.00	$66,976.00	$68,816.00
					1.7200	1.7200	1.7200	1.7700	1.8200	1.8700
15					$64,768.00	$64,768.00	$64,768.00	$66,608.00	$68,448.00	$70,288.00
					1.7600	1.7600	1.7600	1.8100	1.8600	1.9100
16									$69,920.00	$71,760.00
									1.9000	1.9500
17										$73,232.00
										1.9900

Schuyler Community Schools
Certificated Teachers Master Agreement
Negotiations 2021-22

1. **2021-2022 Proposed Array:** Bennington, Blair, Crete, Ralston, Seward, Springfield-Platteview, Wahoo, Waverly (Same as 2020-2021)

2. **2020-21 FTE** 152.50 **2021-22 FTE** 152.50
3. **2020-21 Factor** 218.44 **2021-22 Factor** 222.55
4. **2020-21 Base.** 36,250 **2021-22 Base.** _____
5. **Base Salary Increase**: $100 = $27,654 increase
6. **Movement on Salary schedule**: Package Increase $192,083(1.59%)
7. **Health Insurance:** $1,200 deductible/ $3,600 (Dual Option HSA) deductible health and Option 2 Dental Coverage. (Package increase $64,603.32. (2.13%)

2020-21 Health Insurance Costs (5% Discount Rate)

$1,200 Deductible	**Health**	**Dental**	**Total Cost**
Employee	$638.88	$29.54	$8,021.04
Employee and Child(ren)	$1,181.90	$29.54	$14,537.28
Employee and Spouse	$1,341.62	$29.54	$16,453.92
Employee, Spouse and Child(ren)	$1,801.45	$29.54	$21,971.88
Married Couple Benefit (Family Dental)		$53.75	$645.00

$3,600 HSA	**Health**	**Dental**	**Total Cost**
Employee	$548.34	$29.54	$6,934.56
Employee and Child(ren)	$1,014.46	$29.54	$12,528.00
Employee and Spouse	$1,151.53	$29.54	$14,172.84
Employee, Spouse and Child(ren)	$1,546.21	$29.54	$18,909.00
Married Couple Benefit (Family Dental)		$53.75	$645.00

2021-22 Health Insurance Costs (5% Discount Rate). *(New Rates for 2021-22 in Nov.)*

$1,200 Deductible	**Health**	**Dental**	**Total Cost**
Employee	$658.43	$29.54	$8,255.64
Employee and Child(ren)	$1,218.07	$29.54	$14,971.32
Employee and Spouse	$1,382.67	$29.54	$16,946.52
Employee, Spouse and Child(ren)	$1,856.58	$29.54	$22,633.44
Married Couple Benefit (Family Dental)		$53.75	$645.00

$3,600 HSA	**Health**	**Dental**	**Total Cost**
Employee	$565.12	$29.54	$7,135.92
Employee and Child(ren)	$1,045.50	$29.54	$12,900.48
Employee and Spouse	$1,186.77	$29.54	$14,595.72
Employee, Spouse and Child(ren)	$1,593.52	$29.54	$19,476.72
Married Couple Benefit (Family Dental)		$53.75	$645.00

To: Board and SEA Negotiations Reps
From: Dr. Hoesing
Re: Negotiations Meeting Minutes
Date: October 19, 2020

Call Meeting to Order: 6:35 PM.
Teachers: Mark Wemhoff, Lauri Schlautman
Teachers Absent: Miranda Mally, Jeremy Hlavac
Board Members: Rich Brabec, Chuck Misek, and Brian Vavricek
Board Members Absent:
Recorder: Dr. Hoesing

Items discussed at the meeting

1. **Ground Rules:** Reviewed Ground Rules for 2021-22 negotiations process.
2. **Proposed Meeting Dates:** Prefer Monday @ 7:00 PM
   Next Meeting: Monday, November 2nd @ 7:00 PM.
3. **School Array:** See attached information.
4. **FTE and Factor:** See attached information.
5. **Health Insurance:** See attached information.
6. **Incentive Plan Draft:** Reviewed proposed 2020-21 Incentive Plan: See Attachment
7. **Adjourned:**

2020-21 Incentive Proposed Considerations/Changes

1. Teaching a College Credit Class During the 2020-21 Regular School Day:

Teacher	Course	Credits	Institution
Drey Keairnes	English Literature	3	Wayne State College
Seth Paesl	American History	3	Wayne State College
John Sayer	Adv. Chemistry	4	Wayne State College
Jared Severson	Intro to Bus/Entrepreneurship	3	Central Comm. College
Staci Shonka	College Algebra	3	Central Comm. College

Central Comm. College: 8 or more students: $790 per credit. Less than 8: 80% of the stipend.
Wayne State College: Does not pay a stipend to our teachers.

2. Teaching a Remote Learner via Zoom: Remote learning began on 8/24/2020

Teacher	Grade/Subject	Remote Students	Partial Remote
Sarah Gahan	Kindergarten	2 students	1 student (moved 9/11) 2wks
Raenelle Thoms	1st Grade	4 students	2 students (both moved 9/11) 2wks
Alicia Keairnes	2nd Grade	4 students	1 student (moved 10/5) 6wks
Rachel Wood	3rd Grade	2 students	0 students
Justine Quintero	4th Grade	4 students	1 student (returned 9/30) 5.5wks
Jackie Poulas	5th Grade		3 students (moved 10/5) 6wks (returned 8/31, 9/30) 1wk, 5.5wks
Todd Block	6th Grade Math	3 students	
Jill Domina	6th Grade ELA	3 students	
Bobbie Rocheford	8th Grade ELA	2 students	
Bill Policky	8th Grade Social Studies	2 students	
Jenna Saalfeld	8th Grade Math	2 students	
Jennifer Hanna	8th Grade Science	2 students	

No remote (ZOOM) students at preschool, rural schools or at the high school. In the case of school closure, remote learner pay will be suspended until school resumes.

From: Dr. Hoesing
Re: Negotiations Meeting Minutes
Date: November 2, 2020

Call Meeting to Order: 7:00 PM.
Teachers Present: Mark Wemhoff, Miranda Mally, Lauri Schlautman, Jeremy Hlavac
Board Members Present: Rich Brabec, Chuck Misek, Brian Vavricek
Recorder: Dr. Hoesing

Items discussed at the meeting

1. Reviewed minutes from October 19, 2020

2. **Incentive Plan:** Request additional time to consider incentive plan college credit and remote learner incentive pay.

3. **SEA Request:** Extra-Duty: Girls Head Wrestling - Class 9
   Board Response:

4. **SEA Extra-Duty Request:** Extra–Duty: Head golf - Increase from Class 8 to Class 9
   Impact: Current Base of 36,250 = 725 increase.
   Board Offer:

5. **SEA Extra-Duty Request**: Extra-Duty: JH Yearbook – Class 3
   Impact: Current Base of 36,250 = 906.25 increase.
   Board Offer:

6. **SEA Salary Schedule Request**: Increase new teacher allowable steps from 7 to 9 and increase two years per year up to 15 years.
   Impact: See salary schedule information sheet on new hire information form.
   Board Offer:
   SEA:

7. **SEA Salary Schedule Request**: Additional step to MA, MA+9, MA+18, MA+27 Columns
   Impact: On base of 36,250, increase salary costs by 37,735. See salary schedule Array.
   Board Offer:

8. **SEA Insurance Request:** $1,200/$3,600 dual option EHA Health Insurance Plan
   Impact: 2021-22 EHA package increase $64,603.32. (2.13%)
   Board Offer:

9. **SEA Base Salary Request:** Increase base from 36,250 to 37,000.
   Impact: $100 = $27,654 increase, 750 on base = 207,405 increase
   Board Counter Offer: Increase base from 36,250 to _____

From: Dr. Hoesing
Re: Negotiations Meeting Minutes
Date: November 16, 2020

Call Meeting to Order: 7:00 PM.
Teachers Present: Mark Wemhoff, Miranda Mally, Lauri Schlautman, Jeremy Hlavac
Board Members Present: Rich Brabec, Chuck Misek
Board Members Absent: Brian Vavricek
Recorder: Dr. Hoesing

Items discussed at the meeting

1. Reviewed minutes from November 2, 2020

2. **Incentive Plan:** Request additional time to consider incentive plan college credit and remote learner incentive pay.
   Board Response: College credit incentive remains at $100 per credit hour, remote learner incentive pay for teachers teaching over zoom is $150 per semester.
   SEA: Accepted the offer

3. **SEA Request:** Extra-Duty: Girls Head Wrestling - Class 9
   Board Response: Girls wrestling is not a sanctioned sport at this time. No change.
   SEA: Accepted the offer

4. **SEA Extra-Duty Request:** Extra–Duty: Head golf - Increase from Class 8 to Class 9
   Impact: Current Base of 36,250 = 725 increase.
   Board Offer: Move head golf coach position from class 8 to class 9.
   SEA: Accepted the offer

5. **SEA Extra-Duty Request**: Extra-Duty: JH Yearbook – Class 3
   Impact: Current Base of 36,250 = 906.25 increase.
   Board Offer: Approve JH Yearbook as a Class 3, same as the high school program.
   SEA: Accepted the offer

6. **SEA Salary Schedule Request**: Increase new teacher allowable steps from 7 to 9 and increase two years per year up to 15 years.
   Impact: See salary schedule information sheet on new hire information form.
   Board Offer: Remain at the 7 years of allowable outside experience.
   SEA: Accepted the Offer

7. **SEA Salary Schedule Request**: Additional step to MA, MA+9, MA+18, MA+27 Columns
   Impact: On base of 36,250, increase salary costs by 37,735. See salary schedule Array.
   Board Offer: No additional steps to the salary schedule.
   SEA: Accepted the offer

8. **SEA Insurance Request:** $1,200/$3,600 dual option EHA Health Insurance Plan
   Impact: 2021-22 EHA package increase $64,603.32. (2.13%)
   Board Offer: $1,200/$3,600 dual option EHA Health Insurance Plan
   SEA: Accepted the offer

9. **SEA Base Salary Request:** Increase base from 36,250 to 37,000.
   Impact: $100 = $27,654 increase, 750 on base = 207,405 increase
   Board Counter Offer: Increase base from 36,250 to 36,800
   SEA: Accepted the offer

Appendix "C"

2020-21 Incentive Pay Program

Items listed below are considered outside of scope of regular teaching assignments and considered for additional compensation and/or payment under the Schuyler Community Schools Master Agreement provision for Incentive Pay. Items identified below are in mutual agreement between the board of education and the Schuyler Education Association.

Teach College Credit Course under the guidelines outlined by the Institution granting college or dual credit for the class. $100 per college credit hour

a. Master Degree Teacher.
b. Approval of course curriculum with the college.
c. Enroll students and teach college course.
d. Assess student progress and submit grades to the high school and college.
e. Stipends paid in July payroll following course completion.

Teach Remote Course under the guidelines outlined by the building principal. $150 per semester.

a. Assignment by the building principal
b. Approval of course curriculum.
c. Enroll students and teach remote (zoom) course.
d. Assess student progress and submit grades.
e. Stipends paid in July payroll following course completion.
f. Payment will be suspended during school closure.

Teach Language (Spanish/English) Course $50 per person/ $500 maximum

a. Course designed to promote progress toward employee bilingual certification.
b. Submit required class schedule: minimum of 24 hours.
c. Employee cost to enroll: $10 per participant.
d. Submit required class attendance and course evaluation.
e. Stipends paid in January/July payroll following course completion.

College tuition reimbursement for courses completed for additional endorsement or advanced degree without salary advancement.

a. College Course for additional endorsement or advanced degree in approved area.
b. Course must be approved prior to enrollment.
c. Reimbursement for actual tuition cost up to $200 per credit hour.
d. Incentive reimbursement ***is upon proof of registration for the course or*** upon successful completion of the course. ***If paid in advance, transcripts must be provided to verify successful completion of the course or repayment is required.***
e. If used for salary advancement, tuition incentive must be repaid prior to advancement.
f. Limit of 30 credits per semester. (first come, first serve basis)

Workshop Stipend: (Optional) any staff member who conducts a workshop during a professional development day is entitled to a $50 stipend per workshop. Limit $100 per day.

Wellness Day: (Optional) any staff member and/or spouse choosing to participate in the "Wellness Day" program may do so by donating a day of PTO in exchange for a reduced membership to Anytime Fitness Center. Donation of one day will result the district picking up the monthly membership fee above $10. *The program will cover September 2020 through August 2021 (12 months).*

Family Literacy Grant Program: (Optional) any teacher who volunteers to host a parent involved in the Family Literacy Grant Program is entitled to a $250 stipend for each parent. Limit: 4 parents per year.

SCHS School Improvement Grant (SIG) Incentive:

Math and Reading Improvement Incentives

Math Performance	$4,000
Reading Performance	$4,000

BILINGUAL CERTIFICATION: $500 per year for 5 years.

1. Participate in the State of Nebraska "Seal of Biliteracy Program"
2. Attain Proficiency on Form B of the AAPPL-ACTFL Assessment of Performance toward Proficiency in Languages Test.
3. Must recertify every 5 years.

DISTRICT RESIDENCY POLICY FOR CERTIFIED STAFF

It is the philosophy of the Schuyler Community Schools that all Schuyler Community Schools employees should live within the boundary of the Schuyler Community Schools district. Any Schuyler Community Schools certified staff member who moves into District #19-0123 (Schuyler Community Schools) after January 1, 2006 is eligible to receive a **$1,000** bonus. The board reserves the right to inspect appropriate documentation to verify this action. The payment of said bonus will be made upon the board's completion and acceptance of such inspection. (Appendix "A" of the Certified Staff Master Agreement)

Workforce Housing Initiative Pilot Program (WHIPP)

In addition, any Schuyler Community Schools certified staff member who qualifies for the residence program and elects to participate in WHIPP as a renter or owner shall be eligible for additional compensation as specified below:

WHPP Home Renter: $1,000 per year for 5 years (Total $5,000)
WHPP Home Owner: $2,000 per year for 5 years or a total of $10,000 lump sum payment

Schuyler Education Association	**Board of Education**
_____	_____
President	President
_____	_____
Chief Negotiator	Secretary

District 4R School Building
Online Auction.

Final Sale Price $156,000

Summary

13 Registered Bidders
(5 Schuyler, 2 Columbus, 4 Omaha, 1 North Bend, 1 New Mexico)

4 Active Bidders
(2 Schuyler, 1 Omaha, 1 New Mexico)

Starting Bid: $50,000
68 Bids
Final Bid: $156,000

ESTIMATED
SELLER'S SETTLEMENT SHEET

Today's Date: 14-Dec-20 Proposed Closing 11-Jan-21

Seller: Schuyler Community Schools

Address: 401 Adam ST
Schuyler, NE 68661

Legal: Pt NE1/4 NE1/4 Section 4, TWN 17 N, RNG 4E of Colfax County
697 Co Rd 16, Rogers, NE

		Debit	Credit
Sale Price			$ 156,000.00
Advertising			
2020 Real Estate Taxes Prorated	$ - 0 Days	$ -	
2019 Real Estate Taxes		$ -	
Termite Treatment			
Abstracting/Title Insurance	$569.50 X 1/2	$ 284.75	
Revenue Stamps	$ 2.25 Per $1000 of sale price	$ 351.00	
FHA Home Repairs			
Attorney's Fees	Colfax County Title - Deed Prep.	$ 50.00	
Commission	3.5%	$ 5,460.00	
Advertising	Land Mark Management & Realty	$ 2,500.00	
Other			
Debit Balance Buyer		$ 147,354.25	
Total:		$ 156,000.00	$ 156,000.00

Comments:

Land Mark Management & Realty, Inc.

Agent _____ Date: 12-14-2020

Seller X _____ Date: _____
Schuyler Community Schools

Seller _____ Date: _____

LAND MARK MANAGEMENT & REALTY, INC.

Schuyler, Nebraska 68661 324 East 11th Street Phone (402) 352-2494

Purchase Agreement **Date: December 14, 2020**

I (we), the undersigned, hereby agree to purchase the property hereinafter described:

A Tract of real estate described as: Commencing at the Northeast corner of the Northeast Quarter (NE ¼) of Section 4, Township 17, North, Range 4, East of the 6th P.M., Colfax County, Nebraska, running thence West 393 feet; thence South 332 feet; thence East 393 feet; and thence North 332 feet to the place of beginning, being a parcel in the Northeast corner of the Northeast Quarter of the Northeast Quarter (NE ¼ NE ¼) of said Section, containing three (3) acres, more or less.

1. Subject however, and on condition that the owner thereof has a good and merchantable title, in fee simple, and said owner or vendor agrees to convey or cause to be conveyed said premises by **WARRANTY DEED** using **Title Insurance** with the cost the owner's policy to be split evenly between the buyer and seller.

   I (we) agree to pay for same ..... (**$ 156,000.00**) dollars on the

   following terms to-wit:. ..... (**$ 31,200.00**) dollars

   deposited herewith as evidence by you, receipt attached below, and balance of **$ 124,800.00 with the balance due at closing on or before January 11, 2021.** Balance to be paid as cash or certified funds at closing.

2. Possession of said property shall be given me (us) at closing.
3. Seller shall pay all real estate taxes and assessments for 2020 and all previous years. All subsequent years taxes shall be paid by the buyer.
4. The seller will not survey the property.
5. Personal property: NONE
6. Property to be conveyed to me (us) or my (our) nominees clear of all encumbrances, liens, or special taxes except, **NONE** and subject to any building restrictions or easements now of record against said premises.
7. If this proposition is accepted, I (We), agree to close said purchase within **FOURTEEN** days after delivery of Title Insurance showing good and merchantable title if delivery date exceeds the closing date.
8. This offer is based upon my (our) personal inspection or investigations of the premises herein described and not upon any representation or warranties of conditions made by the seller or his agents. Said premises are purchased in "as-is" condition.
9. It is understood and agreed that this agreement shall in no manner be construed to convey title to the premises, to create a lien thereon or to give any right to take possession thereof.
10. Maintaining Property. Seller agrees to maintain the property to closing. Seller represents that there are no latent defects in the Property of which the Seller is aware.
11. It is further understood and agreed that in the event of my (our) refusal or failure to consummate the purchase, the owner or vendor may at his (their) option, retain all or any part of the money herewith deposited, as liquidated damages for such failure to carry out said agreement of sale. I hereby authorize Land Mark Management & Realty to pay all or part of the money herewith deposited to the sellers upon my failure to consummate the purchase as stated above.

12. One of the buyers Rose Mundil is a license Nebraska real estate agent.

Jerry Mundil Purchaser — Rose Mundil Purchaser

Jerry Mundil Print — Rose Mundil Print

Address: 805 C St Town: Schuyler Phone: 402-615-0933

Received from: Jerry + Rose Mundil

The sum of ..... ($ 31,200.00) dollars to apply on the purchase price of the above described property under terms and conditions as stated above, it being hereby understood and agreed that in the event the above offer is not accepted by the owner or vendor of said premises within the time here in after specified or that in event there are any legal defects in the title which cannot be cured after the purchaser has filed or caused to be filed with us written notice of such legal defects, the money hereby paid is to be refunded.

This receipt is not an acceptance of the above offer, it being understood that the above offer is subject to the written approval and acceptance by the owner on or before **December 14, 2020**

Agent

I (we) hereby accept that above purchaser's proposition on the terms above stated and agree to deliver and convey said premises and perform all the terms and conditions set forth.

Accepted: _____

X _____ Seller

_____ Seller

1. Academic Programs: *Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

1.a If the "perfect" school opened across the street from your building, what would they be doing to ensure all students achieve at or above grade level in core academic areas?

1.b Describe what effective schools do to ensure curriculum alignment and continuity of programs from elementary to middle and high school programs.

1.c Describe what schools of diversity could do to enhance learning, promote bilingual or dual language acquisition, and/or support academic achievement in the student's/parent's primary language.

1.d In the ideal school, what elective course offerings would they offer to provide a well-rounded education at your building/level?

1.e If the "perfect" school opened across the street from your building, what homework practices would they adopt to promote independent practice and extend learning opportunities at your building/level?

1.f Discuss the ideal specialized programs (Early Childhood, SPED, Title, Gifted, Credit Recovery, Alternative Education, College Credit). What would SCS need to do to provide these services at your building/level?

1.g If the "perfect" school opened across the street from your building, how would their school calendar/schedule ensure adequate time for all subject areas at your building/level? How many minutes per week, per class?

Goal: All students meet or exceed state standards in core academic areas.

Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

Target Areas:

Core Academic Programs

1	ECH	**Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.**
2020	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2020	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 5 programs in the community
2020	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs at the district level.
2	**K-8**	**Develop and implement a formalized process to review, adopt, and implement a comprehensive Reading/Language Arts curriculum.**
2020	Action Plan	1. Research and develop a plan to implement independent reading program (Accelerated Reader)
2020	Action Plan	2. Continue to provide in-class support and evaluate effectiveness of the reading program
3	**SCS**	**Develop and implement a formalized process to review, adopt, and implement a comprehensive K-5 Science Program.**
2020	Action Plan	1. Align science curriculum to 2017 Nebraska Science Standards.
2020	Action Plan	2. Collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training
2020	Action Plan	3. Pilot selected science program to provide evidence of effectiveness
2020	Action Plan	4. Research and adopt a new science program for implementation in the fall of 2020-21.
2020	Action Plan	5. Provide professional development in support of the new science program
2020	Action Plan	6. Provide support and evaluate effectiveness of the new science program.
4	**SCS**	**Develop and implement a K-8 Math intervention program**
2020	Action Plan	1. Research and develop a plan to adopt and implement a K-8 math intervention program.
5	**SCS**	**Continue efforts to align curriculum, scales, and staff training in support of the Schuyler Instructional Model to promote student engagement and performance.**
2020	Action Plan	1. Develop and implement a plan to orient new staff and substitute teachers in support of instruction and technology.
2020	Action Plan	2. Implement the Marzano Focused Evaluation Model in alignment to state frameworks.
2020	Action Plan	3. Host a PK-12 workshop to work on vertical alignment of curriculum, scales, etc…
2020	Action Plan	4. Continue "On to College" ACT Test Prep for 9-11 grade students.
2020	Action Plan	5. Continue to offer APL training for new staff and refresher training to returning teachers in the district.
6	**SCHS**	**Continue to expand academic options for new arrivals, ELL, special needs, at risk students, etc… (Warrior Achievement Center, Project Based Classes, etc…)**
2020	Action Plan	1. Develop a plan that involves building staff to closely examine staffing needs in each building across the district.
2020	Action Plan	2. Expand "Newcomer" program to provide support for struggling high school students in ELPA 21 levels 1-2.
2020	Action Plan	3. Develop a systematic and systemic process for providing interventions for ELL students (MTSS, RTI)
2020	Action Plan	4. Review, adopt and implement research-based practices to support the successful transition of newcomers and ELL students in the regular classroom
2020	Action Plan	5. Research and adopt curriculum and train teachers to implement programs to promote successful transition of newcomer students.
2020	Action Plan	6. Offer professional development for general education teachers for EL instructional strategies and cultural sensitivity.
2020	Action Plan	7. Implement additional credit and credit recovery through online programs designed to keep ELL students on track for graduation with their peers.
7	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness for all students.**
2020	Action Plan	1. Continue to offer Algebra I to high performing students in grade 8 at Schuyler Middle School.
2020	Action Plan	2. Research and develop a plan to have an organized career academy, college credit and licensure courses to meet the needs of a diverse student population.
2020	Action Plan	3. Complete the process of Re-Vision for CTE course expansion for 2021-22 school year.
2020	Action Plan	4. Continue to provide dual-credit and College Credit courses to promote college access.

		Non-Core Academic Programs
8	SCS	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2020	Action Plan	1. Contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators.
2020	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions for selected K-12 teacher leaders.
2020	Action Plan	3. Expand and implement a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
2020	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level.
9	SCS	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.**
2020	Action Plan	1. Allow 7-8 grade students to choose music electives
2020	Action Plan	2. Expand strings program
2020	Action Plan	3. Continue to improve 9-12 Band Program (Marching Band, Pep Band)
10	K-5	**Develop and implement a dual language, bilingual education school at Richland Elementary.**
2020	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling.
2020	Action Plan	2. Coordinate curriculum, textbook selection, program coordination for the 3rd grade expansion.
2020	Action Plan	3. Registration of Kindergarten through 3rd Grade Students.
2020	Action Plan	4. Register NABE 2020 Conference participants and secure travel, lodging, etc…
2020	Action Plan	5. Continue to offer Spanish I at the 8th grade level for high school credit.
11	7-12	**Expand 7-12 CTE Programs**
2020	Action Plan	1. Research zSpace programs to provide AR and VR programs for 7-12 CTE Programs.
2020	Action Plan	2. Move Family and Consumer Science to the new classroom/kitchen facility.
2020	Action Plan	3. Develop curricula for Family and Consumer Science to include culinary arts programs.
2020	Action Plan	4. Work with ESU 7 to submit a Re-Vision process in support of expansion and improvement of CTE Programs.
2020	Action Plan	5. Expand 7-12 programs in the broadcasting and multi-media, communications, and STRIV.
2020	Action Plan	6. Review and develop curriculum and instruction in alignment with CTE standards.

Action Plans

1. 2020 Adopted a Discovery Education Social Studies Techbook for EL Social Studies Classes that can be translated into Spanish.
2. 2020 Developed family literacy program so that families would have the ability to help young children in school.
3. 2020 Continued to evaluate the effectiveness of the Wonders Program (no state testing data to help with that this year).
4. 2020 Wrote implementation guidelines and provided four sessions of professional development around the implementation of Accelerated Reader.
5. 2020 Aligned curriculum to new Science Standards. Completed adoption of and held PD on DE Techbook.
6. 2020 EIR Grant: K-8 STEM Innovator team created.
7. 2020 Adopted and trained staff in the use of Freckle Math Intervention through Renaissance
8. 2020 Held meeting in the Spring of 2020 with all K-12 curriculum groups to vertically align curriculum, update, and publish curriculum information.
9. 2020 Re-scheduled SPED and ELL teachers to better allow support for in classroom instruction
10. 2020 Opened the Newcomer Academy in the district office building for HS students working in language acquisition levels 1 and 2.
11. 2020 Adopted APEX at 6-12 level to provide credit recovery, expedited coursework for students behind in credits and tutoring for students who need individual interventions.
12. 2020 In the 2019-20 school year, 90 students completed dual enrollment classes.
13. 2020 New teachers attended a virtual workshop on the Marzano Framework at the beginning of the year.
14. 2020 New teachers attended a Schuyler Instructional Model workshop at the beginning of the year.
15. 2020 APL for new teachers and APL refresher for veteran staff held October 2020.
16. 2020 Capturing Kids Hearts and Process champions workshops held October 2020
17. 2020 Continue work to modify 7-12 band/vocal schedule to incorporate new facilities and programs
18. 2020 Received a grant to hire a part-time community liaison to help grow community partnerships with the afterschool program
19. 2020 Applied for a grant from Beyond School Bells to help offset the increased cost of running the afterschool program due to COVID-19.
20. 2020 All dual language teachers attended NABE 2020 in February.
21. 2020 Dual Language uses Imagine Learning.
22. 2020 Fisher's uses OSMO, Bees, and Dash Robots.
23. 2020 Rural Schools - Training and PLC time with ESU7 looking at MAP data and doing a data dig. Using the information gathered to implement interventions.
24. 2020 Richland - Created a PTO team with teachers & parents to help with financing a new playground.
25. 2020 Rural schools had two successful family nights.
26. 2020 Rural school teachers revised proficiency scales.
27. 2020 Continue to host informational meetings for the Dual Language Program
28. 2020 Continue to purchase curriculum materials for the Dual Language Program
29. 2020 Spanish I offered at SMS and aligned to high school Spanish I course.
30. 2020 Revision grant approved in Fall of 2020.
31. 2020 Developed 4-year plan to improve CTE program.
32. 2020 Remodel kitchen for Culinary Arts program.

33. 2020 Hired certified teacher that is bilingual for EL newcomers 9-12.
34. 2020 Hired 3 new para-educators for Newcomer program.
35. 2020 Newcomer program started at district building with the use of the curriculum "Get Ready" aimed specifically at high school newcomer students.
36. 2020 Implemented APL and Capturing Kids' Hearts strategies in all EL classrooms.
37. 2020 Met as an EL department weekly to identify at-risk students.
38. 2020 Began offering APEX courses to students who are behind on credit due to limited or interrupted education.
39. 2020 Sent staff to National Association of Bilingual Education (NABE) Conference February 2020.
40. 2020 Offer Spanish I simultaneous with newcomer English classes to enhance the development of both languages (proven effective per presentations at NABE).
41. 2020 Professional Development offered to teachers district-wide to train on ELLevation (the EL information system) along with strategies to use in their classrooms to help the students feel comfortable and other tech tools the teachers can use to engage EL students.
42. 2020 Develop and implement a dual language, bilingual education school at Richland Elementary.
43. 2020 Action Plan 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling.
44. 2020 Action Plan 2. Coordinate curriculum, textbook selection, program coordination for the 3rd 4th grade expansion.
45. 2020 Action Plan 3. Registration of Kindergarten through 3rd 4th Grade Students.
46. 2020 Action Plan 4. Register NABE 2020 Conference participants and secure travel, lodging.
47. 2019 College Credit: Increased from 33 students enrolled in 43 classes in 2018 to 61 students enrolled in 77 classes in 2019.
48. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
49. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
50. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
51. 2019 New teachers participated in the ESU 7 Marzano Workshop.
52. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
53. 2019 SES: Conducted several workshops associated with the new reading series.
54. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
55. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
56. 2019 SCHS: State and National Silver and Gold Key Art recipients.
57. 2019 Developed and implemented a common lesson plan format at SCHS.
58. 2019 Professional development on effective English Learner (EL) strategies and programs (Elevation, Language Acquisition)
59. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
60. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
61. 2019 After school program staff attended training in Kearney for programing.
62. 2019 After school has received a grant to help with staffing high school students as helpers, STEM supplies, and staffing to help with community involvement.
63. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
64. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
65. 2019 Expanded one more grade in the bilingual education program (K-2)
66. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
67. 2019 Remodeled Richland Building to accommodate expansion in bilingual program.
68. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
69. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
70. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
71. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
72. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
73. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
74. 2018 Piloted selected reading program to provide evidence of effectiveness.
75. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
76. 2018 Provided initial and ongoing professional development in support of the new reading program.
77. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
78. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
79. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
80. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
81. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
82. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
83. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
84. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
85. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
86. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
87. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
88. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
89. 2018 Researched historical perspective to evaluate priority school designation response.
90. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
91. 2018 Implemented UNL High School classes for at-risk students.
92. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
93. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
94. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
95. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
96. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.

97. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
98. 2018 Recruited and enrolled teachers to participate in the art grant program.
99. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
100. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
101. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
102. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
103. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
104. 2018 Registered and secured travel, lodging, etc… for 2018 NABE Conf. (4 staff members, 2 community members).
105. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
106. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc…
107. 2018 Hired a bilingual teacher for the dual language program.
108. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
109. 2018 Offered Spanish I at the 8th grade level for high school credit.
110. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
111. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
112. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
113. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
114. 2017 Expanded ELL core academic transition classes from 5 to 12.
115. 2017 Coordinated training for the adoption of new NDE Science Standards
116. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
117. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
118. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
119. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
120. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
121. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
122. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
123. 2017 Hosted APL refresher for all SCS teaching staff.
124. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
125. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
126. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
127. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
128. 2017 SCS: Contract with ESU #7 four days a week for our school psychologist's services and one day a week for resource coach for SPED teachers dealing with "tough situation".
129. 2017 SMS: Special education staff coordinate schedule to ensure SPED students have a para-educator or sped teacher in the core subject classrooms. The SPED teachers and classroom teachers collaborate to make accommodations/modifications along with creating differentiate instruction for their students.
130. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
131. 2017 SCHS: Developing more Project Success classes. During the 2016-2017 school year, 94% of our students enrolled in Project Success earned a PASS status but didn't always earn all possible credits. Our goal is to aim towards more credits earned!
132. 2017 SCHS: Increase the utilization of WAC for SPED students which now has only one coordinator and has 4 periods with a SPED teacher assigned to assist with students success.
133. 2017 SCS: Streamlined the SAT process to improve the implementation so that struggling students will be able to get assistance sooner. SAT coordinators are in place in each building to give guidance in the process.
134. 2017 Preschool, SES, and SMS: Training along with coaching from Amy Mazankowski for the appropriate SPED teachers in the Intensive Verbal Behavior Program. Our Early Learners' paras have also completed Autism training.
135. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
136. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
137. 2017 SCHS: Purchased and implementing a new life skills curriculum.
138. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
139. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
140. 2017 SMS: Music therapy has been implemented into Mrs. Klein's classroom that focuses on eye gaze, voice volume, choice, compliance, sequencing, motor movement, etc.
141. 2017 SMS: This team of SPED teachers and para-educators are work with Amy Mazankowski on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
142. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
143. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
144. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
145. 2016 Develop and implement an achievement center program to support student achievement.
146. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
147. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
148. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
149. 2016 Host APL Training (4 Days) for all teachers and administrators.
150. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
151. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
152. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
153. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
154. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
155. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)

156.2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
157.2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
158.2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
159.2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
160.2015 Established a 21st Century K-8 Afterschool Program.
161.2015 Expanded 21st Century Summer School Camps: June and July Sessions.
162.2015 January Professional Development Focus: David Weber and VJ Smith.
163.2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
164.2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
165.2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
166.2014 Contracted with CTAC to promote and guide SIG process at SMS.
167.2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
168. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
169.2014 Changed elementary schedule to expand physical education, music education, and recess time.
170.2014 Submitted and Awarded a school improvement grant for SMS.
171.2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
172.2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
173.2014 SES Organized PTA, Community Cafe (Parent Involvement).
174.2014 Professional Development Focus: District-wide 3-Day Marzano Training.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

2.a If the "perfect" school opened across the street from your building, what would our activity (athletics and fine arts) programs need to do to compete with them?

2.b Describe the characteristics of a comprehensive health & physical education program and its contribution to a successful athletic program. How many minutes per week, per class?

2.c Describe a successful vocational, academic, and social club program.

2.d Describe what successful activities (athletics and fine arts) programs do to improve participation and retention of students from middle to high school.

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas:

Extra-Curricular Activities

12	K-6	**Increase student/parent/community participation in youth athletic and activities programs.**
2020	Action Plan	1. Continue coordination with school/community youth and after school programs.
2020	Action Plan	2. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2020	Action Plan	3. Develop a youth sports calendar outlining the programs and timelines for each activity.
2020	Action Plan	4. Host a youth sports meeting during Open House to encourage parents to volunteer as a coach in various sports throughout the year.
2020	Action Plan	5. Hire head coaches to recruit volunteers and develop youth athletic programs at the K-6 level.
2020	Action Plan	6. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2020	Action Plan	7. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2020	Action Plan	8. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program coaches.
2020	Action Plan	9. If a child participates in 3 sports, the child gets an activity pass to attend middle and high school games.
2020	Action Plan	10. If the parent volunteers to coach, the activity fee for youth programs is waived.
13	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2020	Action Plan	1. Improve coordination of 7-12 physical education programs to promote skill development game fundamentals.
2020	Action Plan	2. Develop a plan to improve coordination and implementation of 7-12 strength and conditioning programs.
2020	Action Plan	3. Continue to increase student participation in school activities and improve gender balance for Title IX compliance.
2020	Action Plan	4. Improve coordination and participation of junior high athletic summer camps with summer school programs.
2020	Action Plan	5. Improve coordination and participation of high athletic summer camps and club programs.
2020	Action Plan	6. Administration will review assistant coach assignments and program goals with the head coach.
2020	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving activities at all levels.
2020	Action Plan	8. Post and review statistic report card for each activity to promote improved performance and program success.
2020	Action Plan	9. Research an incentive/recognition program for coaches (winning seasons, conference/district champions, State Qualifier, Runner-up, Champion, etc…).

Action Plans:

1. 2020 Added three 9th grade games to the football schedule for the 2020 season.
2. 2020 Added two 9th grade football coaches.
3. 2020 Hired an additional physical education teacher/coach for the high school female classes/activities.
4. 2020 Petitioned NSAA to play in C1 division for Varsity FB for the 2020 and 2021 seasons.
5. 2020 Added additional gym, two locker rooms, wrestling room, PE/health classroom, athletic training room
6. 2020 Received a $50,000 donation to renovate the high school weight room.
7. 2020 Renovated the east gym to create the high school Performing Arts Auditorium.
8. 2020 Renovated FB/SOC concessions, field entrance, and north stadium fence.
9. 2020 Improved high school facilities (gyms, auditorium, Concessions) to allow us to host more Conference and District Events
10. 2020 Created a more detailed set of benchmarks to evaluate improvement in individual sports
11. 2020 Developed and implemented a junior high strength and conditioning program.
12. 2020 After-School Program coordination with Youth Sports to support the youth athletic program.
13. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
14. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
15. 2019 Hired new varsity football coach.
16. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
17. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
18. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
19. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
20. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
21. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
22. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
23. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).

24. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
25. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
26. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
27. 2017 Recipient of the Nebraskans for the Arts State Award.
28. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
29. 2017 Began mandatory weight training for all sports a minimum of two times a week.
30. 2017 In April we provided APL training for all coaches and sponsors.
31. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
32. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
33. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
34. 2017 Each sport completes at least one community service project during their season to connect with the community.
35. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
36. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
37. 2017 SMS coaches and MS AD have coached multiple sport teams organized by the SCS youth sports director including basketball, flag football, and youth wrestling.
38. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
39. 2017 Scrimmages were made available to JH girls volleyball and girls basketball scrimmages for E and F teams. Games have been added to both middle school basketball and volleyball seasons.
40. 2017 SMS AD and SCS youth sports director have worked together to promote activities and use SMS, SES, and the SCS Field House for youth programs.
41. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
42. 2017 End of season meetings with MS Head Coaches have been implemented.
43. 2017 SMS AD and Warrior Academy program directors have coordinated with SCS youth sports director coordinate coaches, facilities and equipment for after school program athletic clubs.
44. 2017 Added Youth Volleyball Program 3-6.
45. 2017 Worked with new community program to continue 3-6 tackle football.
46. 2017 Increased student participation numbers for all youth activities.
47. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
48. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
49. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
50. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
51. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
52. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
53. 2016 Expand marching band program to include 8th grade students.
54. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
55. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
56. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
57. 2015 Promoted business sponsorships of home football games to increase attendance.
58. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
59. 2015 Hire a K-8 youth programs director for school/community activities.
60. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
61. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
62. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
63. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
64. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
65. 2014 Conducted parent focus groups to improve parent involvement.
66. 2014 Host annual meetings with parent core group to develop PTA at SES.
67. 2014 Host Community Cafe at SES (Parent driven group looking at ways they can be more involved in the school setting)

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

3.a If the "perfect" school opened across the street from your building and had a state-of-the-art technology program, what would that look like?

3.b If the "perfect" school opened across the street from your building, what core technology competencies would they require at your grade level?

3.c If the "perfect" school opened across the street from your building, what professional development would they provide to promote effective use of technology in the classroom?

3.d Describe the characteristics of an innovative, state-of-the-art technology program at your building/level.

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas:

Technology

14	**K-5**	**Adopt and implement an effective keyboarding program and technology exploration program.**
2020	Action Plan	1. Continue to implement K-5 technology curriculum: **TechnoKids**
15	**3-5**	**Adopt and implement an effective keyboarding program.**
2020	Action Plan	1. Continue to implement an automated typing program: **Typing Club**
16	**K-8**	**Adopt and implement a Skills and Technical Science Program at SMS**
2020	Action Plan	1. Update Skills and Technical Science utilizing: **Discovery Education STEM Connect and Lego Robotics Curricula**.
17	**9-12**	**Host 2020 Technology Fair for Schuyler and Area Schools.**
2020	Action Plan	1. Develop the schedule and agenda for the 2020 Schuyler Tech Fair.
2020	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2020 Schuyler Tech Fair.
2020	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2020	Action Plan	4. Secure contracts with selected speaker/presenters for the 2020 Schuyler Tech Fair.
18	**9-12**	**Adopt, train, and implement system-wide technology solutions**
2020	Action Plan	1. Implement and expand training of our School Safety Online System: **NaviGate Prepared**
2020	Action Plan	2. Continue to expand training to implement a single-sign-on solution for every application used at Schuyler Community Schools: **ClassLink**
2020	Action Plan	3. Review, purchase, and implement a new webpage platform. **Apptegy**
2020	Action Plan	4. Continue to use a community intelligence platform to build trust, open communication and engage staff, students, parents, community patrons: **Thoughtexchange**
2020	Action Plan	5. Develop a framework to align communication, define school quality, and evaluate school improvement initiatives: **ECRA Group**

Action Plans

1. 2020 Refreshed incoming 6th and 9 th grade iPads with 7 Gen ipads
2. 2020 Repurposed 8th and 12 th grade ipads to shared carts at KG-5 buildings
3. 2020 Replaced one or more copiers at SMS, SES, & Fishers
4. 2020 Replaced 25 promethean boards/projectors with 70" LED 4k TV's
5. 2020 Installed new Apple TV's for every TV installed – allows wireless mirroring of all Apple devices
6. 2020 Refreshed 35 staff laptops with new laptops or iPad Pro 12.9"
7. 2020 Repurposed the 4 year old laptops for remote learning, etc..
8. 2020 Deployed new Apptegy websites for district and buildings
9. 2020 Deployed new SCS Mobile App (Apptegy)
10. 2020 Deployed new mass notification system (Apptegy)
11. 2020 Used apptegy/thrillshare to get mass notifications out to the community involving COVID and alerts from CHI
12. 2020 Programmed the new IR cameras for every building and provided training to paras, admin assistants, & administrators
13. 2020 Integrated Infinite Campus gradebook with Google Classroom
14. 2020 Installed network connectivity in new constructon at SCHS – Kitchen, Commons, & gym
15. 2020 Scorevision – training and programming of new video display boards installed in new gym
16. 2020 Installed two new high def projectors in new gym for graduation and other similar events
17. 2020 Installed new Point of Sale touch screen terminals at SCHS new cafeteria
18. 2020 Installed and programmed new 2D barcode scanners at SCHS and SMS
19. 2020 Installed and programmed new digital sign at District Office Building
20. 2020 Received training on new sound system in new gym at SCHS
21. 2020 Installed new large screen and projector at DOB training room (chapel)
22. 2020 Installed new touch screen TV in east commons area and also in new west commons area at SCHS
23. 2020 Programmed both touch screen TV's at SCHS to display digital Class composite pictures of all classes dating back many years to present
24. 2020 Installed new media player TV's in new commons area, new health classroom, new wrestling practice room, and weight room
25. 2020 Installed failover server at SES where if primary server at SCHS fails or disaster occurs at high school, server at SES is exact replica and takes over
26. 2020 Installed touch screen kiosk at SES
27. 2020 IT Department staff collaborated with Curriculum Dept. staff to implement PD Week (Oct. 19-23)
28. 2020 Implemented SCHED to organize and track PD Week sessions
29. 2020 IT Department staff presented several sessions at PD Week
30. 2020 Implemented the new SpeakUp for Safety program

31. 2020 Installed fiber network connectivity to District Office Building, Fishers, and Richland
32. 2020 Increased bandwidth from 400Mb to 1Gb (2.5 x more bandwidth)
33. 2020 Provided training for remote learning (Zoom and Google Meet)
34. 2020 Piloting Infinite Campus Work Flow attendance – Students are considered absent in IC until their barcode is scanned in each of their classes
35. 2020 Per Colfax County Deputy Emergency Manager's requests we sent numerous COVID safety reminders via mass notification system
36. 2020 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
37. 2020 SmartFind sub programming and training of new hires
38. 2020 Thoughtexchanges for district and individual buildings
39. 2019 Replaced SCHS copiers
40. 2019 Replaced 30 projectors
41. 2019 500 tech-its from January 2019 - October 2019
42. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
43. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc…
44. 2019 Purchased and implemented ClassLink (SSO); Navigate Prepared (School Safety); OneSync (server automatically sets up A.D. and google email accounts); Sophos (anti-virus); Turnitin (SCHS); Relay (new cloud-based filter server)
45. 2019 Refreshed incoming 6th and 9th grade iPads
46. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
47. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
48. 2019 Refreshed SCHS Business Cart & repurposed old ones
49. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
50. 2019 Addressed/coordinated Apple recall of 40 laptops
51. 2019 Moved/converted fixed physical servers to virtual servers
52. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
53. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
54. 2019 Infinite Campus daily syncing/troubleshooting of instructional data for Destiny, ellevation, MyOn, Pearson, Renaissance, Navigate, Classlink, Apple classroom, Relay filtering server, SCS mobile app, & rSchool calendar
55. 2019 SES Stem Lab
56. 2019 Provided tech support for bond issue
57. 2019 Work with thoughtexchange, high school students, staff exchanges
58. 2019 Added projectors and computers/ipads to Richland and Fishers
59. 2019 Fixed and setup sound/microphone system at Richland and Fishers
60. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
61. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
62. 2019 Created 250+Infinite Campus (IC) parent portal accounts
63. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
64. 2019 Added battery backups to each mini wiring closet (20+)
65. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
66. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
67. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
68. 2019 Moved and updated ipad and laptop carts to SMS for summer school classes
69. 2018 Updated all the flat screen media players to the "cloud" system.
70. 2018 Installed Internet access at the bus barn.
71. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
72. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
73. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
74. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
75. 2018 Secured funding and installed a broadcasting studio at SCHS.
76. 2018 Developed and adopted a broadcasting program at SCHS.
77. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
78. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
79. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
80. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
81. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
82. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
83. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
84. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
85. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
86. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
87. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
88. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
89. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
90. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
91. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
92. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
93. 2017 SMS replaced the intercom/paging system.

94. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
95. 2017 Launch new App to connect parents/community to school.
96. 2017 Increase use of social media through new SCS website and app.
97. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
98. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
99. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
100. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
101. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
102. 2015 Received e-rate support to upgrade WIFI (wiring, access points, new AP's, new switches) $100,000 investment.
    SES: Completed Preschool: Completed Alternative Ed: Completed
    SMS: Completed SCHS: Completed Richland/Fishers: Completed
103. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
104. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
105. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
106. 2015 Participated in planning sessions for Schuyler Media Network.
107. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
108. 2015 Replaced 40 teacher laptops across the district.
109. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
110. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
111. 2015 SES: All teachers received new iPads. 50 MBP laptops replaced two netbook carts, new copiers, 3 carts (75 iPads) rolled down from SCHS and SMS students.
112. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
113. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
114. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
115. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
116. 2015 Develop a replacement cycle for technology hardware and software programs.
117. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
118. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
119. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
120. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
121. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
122. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
123. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
124. 2014 Support staff professional development program using the portal and EMC videos.
125. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
126. 2014 Relocated technology department to SMS east wing to improve coordination of services
127. 2014 Expanded tech team from a 2-person department to a 5-person department.
128. 2014 Developed and implemented a filemaker database to track and communicate technology maintenance and repairs.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

4.a If the "perfect" school opened across the street from your building, what would their transportation program and scheduling system include to accommodate their academic/activity program needs?

4.b If the "perfect" school opened across the street from your building, what additional vehicles would they include in their fleet to accommodate their academic/activity program needs? How often would they update their vehicles?

4.c In the ideal school system, what would our transportation program need to do to better accommodate family needs and improve traffic flow and safety around your building?

Goal: Safe and efficient transportation system.

Target Areas:

Transportation

19	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2020	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
2020	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
20	**SCS**	**Review effectiveness of bus routes, traffic flow, safety, etc… at SES, SMS, and SCHS before and after school.**
2020	Action Plan	1. Continue to monitor student behavior on the morning and after school routes.
2020	Action Plan	2. Continue to monitor safety and traffic flow around SMS before and after school hours.
21	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2020	Action Plan	1. Monitor SES morning and afternoon bus service program.
2020	Action Plan	2. Review and set fees for morning and afternoon bus service to Lonnie's Trailer Park.
2020	Action Plan	3. Continue morning and afternoon bus service for the K-3 Dual Language Program students attending Richland Elementary building.

Action Plans

1. 2020 Reviewed area school bus driver/route pay. (conducted study of support staff salary comparison for 2020-21)
2. 2020 Replaced the transportation department's 64 passenger bus.
3. 2020 Purchased 2020 Bluebird 71 passenger bus (received $42,000 grant)
4. 2020 Purchased a new mower and sweeper for the buildings and grounds department (equipment replacement plan)
5. 2020 Purchased a new Echo weed eater for the buildings and grounds department (equipment replacement plan)
6. 2020 Purchased a new wet and dry vacuum for housekeeping department (equipment replacement plan)
7. 2020 Purchased a new Advance rider scrubber for housekeeping department (equipment replacement plan)
8. 2020 Purchased a new flatbed trailer for our scissor lift for the maintenance dept (equipment replacement plan)
9. 2019 Replaced Maintenance Van – (SMS)
10. 2019 Purchased a SUV Ford Edge (2017)
11. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
12. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
13. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan)
14. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
15. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
16. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
17. 2018 Coordinated and updated the vehicle replacement plan.
18. 2018 Developed and implemented an equipment replacement plan.
19. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
20. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
21. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
22. 2018 Purchased 71 passenger bus (2015)
23. 2018 Replaced the maintenance department's SES 2013 pickup.
24. 2018 Replaced the maintenance department's gator
25. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
26. 2017 Developed a large equipment database with a replacement schedule.
27. 2017 Before and after school busing to Richland Elementary.
28. 2017 Lease a new bus barn (8 buses)
29. 2017 Cleaned our old bus barn and held an auction.
30. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
31. 2017 Purchased 2013 International Bus (71 Passenger #71A)
32. 2017 Purchased 2016 Ford Taurus (Silver 51)
33. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
34. 2017 A parking map was created for SMS and mailed home to parents
35. 2017 Signage was purchased for SMS parking lots.
36. 2017 Sidewalk added for safe route to SES.
37. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
38. 2016 Purchased a 2016 Ford Taurus. (Car 49)
39. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
40. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).

41. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
42. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
43. 2015 Purchased a 2016 Blue Bird Bus. (77A)
44. 2015 Develop transportation management and request system on the portal.
45. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
46. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
47. 2014 Purchased a 2014 Ford Taurus. (Car 17)
48. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
49. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
50. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
51. 2014 City of Schuyler provided crossing guard at SMS.
52. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
53. 2014 Changed K-5 building before and after school pickup traffic routes at SES.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

5.a If the "perfect" school opened across the street from your building, what additional facilities would SCS need to add to compete with their academic and activities programs?

5.b In the ideal school, what suggestions would you share to assist the board of education in determining priorities for facilities maintenance, remodeling, and new construction?

5.c If the "perfect" school opened across the street from your building, what would SCS need to do to upgrade your campus to provide state-of-the-art facilities and improve safety and security?

5.d What ideas would you share to encourage better use of our present facilities (North Ward, Rural Schools) to accommodate increased enrollment numbers at the elementary level?

Goal: Secure, quality, modern educational facilities.

Target Areas:

Buildings and Grounds

22	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2020	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2020	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
2020	Action Plan	3. Review custodial/maintenance/food service staffing to determine adequacy, training needs, and stability of staff at all district buildings.
2020	Action Plan	4. Continue to promote and improve educational options and/or school choice within the district, balance class size and building utilization.
23	**SCHS**	**Phase II-IV: Kitchen, Cafeteria, Gymnasium, Performing Arts Center, and Athletic Complex projects.**
2020	Action Plan	1. Participate in Bi-Monthly meetings to review progress and provide input on changes to the high school addition.
2020	Action Plan	2. Participate in Bi-Monthly meetings to schedule and oversee progress on the remodeling project at SCHS.
2020	Action Plan	3. Develop a plan and timeline to remodel the west gym, locker rooms, and weight room.
2020	Action Plan	4. Develop a plan and protocols for the new food service and cafeteria venue.
2020	Action Plan	5. Develop a plan and timeline to open the gymnasium, locker rooms, and wrestling practice room, and health classroom.
2020	Action Plan	6. Construct a new handicap accessible entrance, concession and storage area to support activities at the stadium and soccer complex.
2020	Action Plan	7. Develop a plan and timeline to open the remodeled Family and Consumer Science classroom, ADA restrooms, and performing arts center.
24	**SCHS**	**Phase V: District Office, Dual Language and Rural Schools**
2020	Action Plan	1. Purchase the Schuyler Nursing Home and develop a a short and long-term plan for occupancy.
2020	Action Plan	2. Sell the portable special education building an improve east parking lot at SMS.
2020	Action Plan	3. Remodel office areas and move district offices: board of education, superintendent, curriculum and instruction, special education, and technology to the district bu
2020	Action Plan	4. Secure a contract with Landmark Realty to sell the 4-R Rural School Building.
2020	Action Plan	5. Research feasibility and options for central storage and district vehicles at the district office.
2020	Action Plan	6. Continue to research options for stabilizing rural school enrollment, facility use, and building and grounds upgrades.

Action Plans:

1. 2020 SES: Installed ceramic tile around sink area in kitchen.
2. 2020 SES: Graded and white rock East side of road.
3. 2020 SES: Painted outside traffic post.
4. 2020 SMS: Sold special education portable building.
5. 2020 SMS: Graded and gravel East parking lot.
6. 2020 SMS: Installed new floor tiles in Science room at the middle school.
7. 2020 SMS: Installed new rooftop unit.
8. 2020 SMS: Installed 2 new hot water heaters.
9. 2020 SCHS: Build a new outside ticket building for activities.
10. 2020 SCHS: Build new concession/storage building in back of activity center.
11. 2020 SCHS: Installed new siding on activity center.
12. 2020 SCHS: East Gym painted walls
13. 2020 SCHS: East gym weight room sheet rocked and painted South wall.
14. 2020 SCHS: East gym weight room puts turf down the middle of floor.
15. 2020 SCHS: East gym sanded and painted floor.
16. 2020 SCHS: Installed new bleachers and door locks
17. 2020 SCHS: **Bond Issue:** new addition kitchen, cafeteria, rest rooms, storage room locker rooms, health classroom multi-purpose room, training room, West gym, fine art center, green room, culinary classroom. Doors, locks, rest rooms and upgrade the fire panel to meet fire code and ADA compliant in 1953 addition. Paved concrete parking lot, light poles, lights, handicap accessible parking and underground sprinklers.
18. 2020 See detailed building and grounds information on the district FM Portal.
19. 2020 Newcomer program hosted in Chapel and Cafeteria of district building
20. 2020 Projector screen and SMART projector placed in Chapel for EL Newcomer program and professional development.
21. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
22. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.

23. 2019 Richland: Remodeled 4 classrooms for Dual Language Program.
24. 2019 Fishers: Painted ceiling in the basement.
25. 2019: Fishers: Installed cabinets for the science lab.
26. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
27. 2019 Preschool: Replaced roof on the basement attachment.
28. 2019 Preschool: Installed mirrors in restrooms.
29. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
30. 2019 SES: Installed new ventilation system in the kitchen.
31. 2019 SES: Replaced west entrance concrete.
32. 2019 SES: Repaired floor and painted court lines on gymnasiums.
33. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
34. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
35. 2019 SMS: Constructed a new guidance office.
36. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
37. 2019 SCHS: Replaced carpet in two business classrooms.
38. 2019 SCHS: Replaced lighting in industrial technology lab.
39. 2019 SCHS: Painted science room.
40. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).
41. 2019 SES: Purchased a new high-speed buffer and carpet extractor.
42. 2018 Replaced the well at Fisher's Elementary School.
43. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
44. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
45. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
46. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
47. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
48. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
49. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
50. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
51. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
52. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
53. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
54. 2018 SCHS: Remodeled south hallway restrooms.
55. 2018 SCHS: Remodeled faculty workroom and restrooms.
56. 2018 SCHS: Replaced hallway speakers
57. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
58. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
59. 2018 SES: Completed the southwest sidewalk on Chicago street.
60. 2018 Preschool: Replaced the roof.
61. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
62. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
63. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
64. 2018 Richland: Painted main hallway
65. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
66. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
67. 2017 Sold and removed portable classroom buildings at SCHS
68. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
69. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
70. 2017 Completed landscape projects at the preschool and middle school buildings.
71. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
72. 2017 Completed SMS trophy cases in the lobby/lunchroom
73. 2017 Completed storage area for the field house/physical education equipment.
74. 2017 Replaced carpet in SCHS business and math rooms.
75. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
76. 2017 SMS completed air conditioning system in the gymnasium
77. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
78. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
79. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
80. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
81. 2016 Improve preschool playground, landscaping and perimeter fence.
82. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
83. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
84. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
85. 2016 Replaced two (2) HVAC units at the middle school site.
86. 2016 Replaced sewer lines in the middle school science and food service areas.
87. 2016 Installed new lights on the south side of the middle school building (street and parking).
88. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
89. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
90. 2016 Installed underground sprinkler system on the east lawn of the high school building.

91. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
92. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
93. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
94. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
95. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
96. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
97. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
98. 2015 Remodeled SCHS West Lobby and Restrooms.
99. 2015 Install new lighting in the middle school gymnasium.
100. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
101. 2015 Install new lighting in the East Gymnasium
102. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
103. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
104. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
105. 2015 Remodel 2nd floor of the Preschool Building.
106. 2014 Upgrade SES playground with donation from PTA.
107. 2014 Install new lighting in the West Gymnasium.
108. 2014 Develop and implement building improvement and remodeling plan.
109. 2014 Develop and implement maintenance request program on the FMP portal.
110. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
111. 2015 Update playground equipment for preschool that meets Rule 11.
112. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
113. 2014 Remodel the 1st floor of the Preschool Building.
114. 2014 New flooring in the SCHS Men's and Women's Locker Rooms.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

6.a If the "perfect" school opened across the street from your building, what would their food service program provide?

6.b If the "perfect" school opened across the street from your building, what would their nursing program provide in response to the increased medical/dietary needs of students?

6.c If the "perfect" school opened across the street from your building, what role would para-educators provide in supporting student learning in regular or special service classrooms?

6.d Schools must be prepared to deal with a variety of emergency and crisis situations. Identify those items Schuyler would need to include in their crisis intervention plan to ensure an appropriate response and promote a safe environment for all students and staff?

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas:

Support Service Programs

25	**7-12**	**Develop a plan and secure outside financial support for expanded care and prevention of athletic injuries (Athletic Trainer)**
2020	Action Plan	1. Continue contract for a full-time trainer at the high school level through Columbus Community Hospital.
2020	Action Plan	2. Evaluate/expand program effectiveness in promoting athletic conditioning and injury rehabilitation.
26	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
2020	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2020	Action Plan	2. Develop a plan/program at the building/district level to recognize and support substitute teachers.
27	**K-12**	**Develop and implement a plan to improve food service and menu options across the district.**
2020	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2020	Action Plan	2. Develop a plan and negotiate contracts to include outside providers to increase menu options for SCHS students for the 2020-21 school year.
28	**K-12**	**Develop and implement a plan to improve training for Para-Educators across the district.**
2020	Action Plan	1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions.
2020	Action Plan	2. Develop a plan to provide para-pro training for all para educators in the district.

Action Plans:

1. 2020 In collaboration with Columbus Community Hospital, hired a full-time athletic trainer.
2. 2020 Moved the athletic trainer into the new training room at the new high school athletic complex.
3. 2020 October PD Week included APL workshops for para educators and numerous workshops for all support staff.
4. 2020 Expanded nursing services in support of COVID-19 protocol in all school buildings.
5. 2020 Purchased and deployed temperature systems in all buildings to ensure all students/employees/visitors meet CDC guidelines.
6. 2020 High School food service moved into the new kitchen and servery in the fall of 2020.
7. 2020 Expanded free food service program for breakfast and lunch for all students for the 2020-21 school year.
8. 2020 **Due to School Closure:** Expanded summer breakfast and lunch programs from March to September. Served over 5,000 meals per week.
9. 2020 Hosted Professional Development week and training for all certified and support staff employees.
10. 2020 Rural school sent 1 para from each building to the para training in Kearney.
11. 2019 Member of Wayne State College NENTA program for substitute teachers.
12. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
13. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
14. 2019 Continued evaluation of the food service "smarter lunchrooms" program.
15. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
16. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
17. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
18. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
19. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
20. 2018 Updated and adopted job descriptions for all support staff positions in the district.
21. 2018 Applied for and received grants to purchase food warmers for the rural schools.
22. 2018 Applied for and received a grant for a hot-food serving line at SMS
23. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
24. 2018 Conducted quarterly "Smarter Lunchroom" evaluations for food service in each building.
25. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
26. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
27. 2018 Hosted a Civil Rights Compliance review for the high school facility.
28. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
29. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
30. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
31. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
32. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
33. 2017 Leased new bus bard to secure buses and improve safety for drivers.
34. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
35. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.

36. 2017 Para-educators training (Amy Mazankowski) on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
37. 2017 SCS Para-educators received APL training district-wide.
38. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
39. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
40. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
41. 2016 Finalize Colfax County Crisis Preparedness Manual.
42. 2016 Complete District-wide Crisis and Emergency Response Manual.
43. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
44. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
45. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
46. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
47. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
48. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
49. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
50. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
51. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
52. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
53. 2015 Implement the EMC professional development program for support staff.
54. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
55. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
56. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
57. 2014 Implement the EMC professional development program for support staff.

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

7.a If the "perfect" school opened across the street from your building, what communication systems would their board and administration use to promote trust and transparency?

7.b If the "perfect" school opened across the street from your building, what strategies would their board of education use to prioritize spending, determine financial stability, and ensure sufficient capital to carry out short and long range goals?

7.c Describe an effective guidance, counseling, and career education program and its role in providing personal, social, academic, college and career information to students/parents.

7.d What management personnel, resources, skills and/or equipment would we need to create the ideal office environment at your building/level?

7.e Describe effective leadership and identify your administrators' role in supporting professional development and developing an effective learning climate at your building.

7.f If the "perfect" school opened across the street from your building, what would their parents say about their school?

7.g If the "perfect' school opened across the street from your building, what would their business community do to build a strong relationship with the school and encourage their youth to return to Schuyler as young adults?

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

Target Areas:

School Governance and Public Relations

29	**K-12**	**Continue to expand strategies to improve communication and promote parent/community engagement.**
2020	Action Plan	1. Upgrade school app to improve internal and external communication.
2020	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.
2020	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Commite', City Council, etc…)
2020	Action Plan	4. Promote and expand the use of electronic communication, advertising, and message boards to inform parents and community patrons.
30	**K-12**	**Continue expanding financial resources to promote financial stability and program support.**
2020	Action Plan	1. Apply for a K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training.
2020	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.

Action Plans

1. 2020 Implemented remote learning program for students electing to continue learning at home in the fall.
2. 2020 Implemented remote learning, learning packets, enrichment packets in the spring of 2020 during the pandemic school closure.
3. 2020 Installed new score board for to promote school/community program/businesses and public announcements.
4. 2020 SES hosted food pantry through summer to support families with food insecurity.
5. 2020 Backpack program continued through summer to support families with food insecurity
6. 2020 Use of Extension office personnel to teach and support student learning.
7. 2020 Staff/Program spotlight at monthly school board meetings.
8. 2020 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
9. 2020 Upgraded district website and deployed new school app to improve internal and external communication.
10. 2020 Installed Sign and Communication Board at the district office to promote school and community activities.
11. 2020 Construction class completed their 2019-20 house, signed MOU and began construction on their 2020-21 house. Both houses sold.
12. 2020 Awarded EIR Grant (800,000 per year for 5 years) for K-8 Science Programs with training from Discovery Education Consultants.
13. 2020 City/School partnership to expand city storm sewer at the high school to accommodate new construction ($1,000,000) project.
14. 2020 Rural schools hosted a Veterans Day Program, hosting veterans, along with interactive student participation.
15. 2020 Richland Multicultural Education, hosted by parents, presented experiences to further students' education.
16. 2020 Rural schools provide a monthly newsletter written by staff, along with posting on social media.
17. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
18. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
19. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc…
20. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
21. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
22. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
23. 2019 Conducted several thoughtexchanges with high school students.
24. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
25. 2019 Staff/Program spotlight at monthly school board meetings.
26. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
27. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
28. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
29. 2018 Expanded flat screen media players to promote school and community engagement.
30. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
31. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
32. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
33. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
34. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)

35. 2017 SCS developed and implemented blackboard school App to improve parent communication.
36. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
37. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
38. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
39. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
40. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
41. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
42. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
43. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
44. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
45. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
46. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
47. 2016 Board of Education adopts workforce housing incentive plan.
48. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
49. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
50. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
51. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
52. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
53. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
54. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
55. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
56. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
57. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
58. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
59. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
60. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
61. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
62. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
63. 2014 Expanded and updated websites to include Facebook and Twitter.
64. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
65. 2014 City of Schuyler hired a full-time housing director to develop housing program.

8. School Climate (Students and Adults): *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

8.a If the "perfect" school opened across the street from your building, what would their staff say about their building climate, school culture, learning environment, class sizes, etc..?

8.b If the "perfect" school opened across the street from your building, what would their professional development program focus on to promote a balance in individual and district-wide staff training and program improvement?

8.c Describe the impact of successful staff development and positive school climate and its impact on achieving the desired behavior and professionalism at your building or level.

8.d If the "perfect" school opened across the street from your building, what would their students say about their school?

8.e Describe the educational programs used in effective schools at your level to promote cultural awareness and genuine interest in students.

8.f Describe expected behavior of students in effective schools at your level and your perspective on the impact of education vs. punishment in achieving the desired behavior.

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Target Areas:

School Climate and Learning Environment

31	**K-12**	**Expand staff training focused on cultural sensitivity, behavior metal health, student behavior and classroom management, reduced incidents of bullying, etc…**
2020	Action Plan	1. Continue training and implementation of Capturing Kids Hearts Program for K-12 students to promote social and emotional health. (**Capturing Kids Hearts, Proc**
2020	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. (**APL Training**)
2020	Action Plan	3. Continue to expand counseling services and support to address mental health needs in the district. (**CHI Mental Health Counselors**)
32	**K-12**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2020	Action Plan	1. Develop incentive program to promote ELL/Spanish language training and certification for classrrom teachers and administrators.
2020	Action Plan	2. Develop a plan to promote school spirit, staff morale, monthly celebrations, etc… to promote an inclusive, fun learning and work environment.
2020	Action Plan	3. Research and develop an incentive program to promote post-secondary education options for support staff.
2020	Action Plan	4. Work with staff to develop a social contract within each building to improve relationships between students/staff, staff and administration, parent involvement.
2020	Action Plan	5. Promote the use of personal affirmations, share outstanding employee quarter nominations with staff, and submit district winner as a nominee for Nebraska Teache
2020	Action Plan	6. Expand the use of Thoughtexchange to promote ongoing, consistent communication and opportunities for staff input.
2020	Action Plan	7. Work with staff to develop and implement meeting schedules in each building to improve internal and external communication.
33	**K-12**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
2020	Action Plan	1. Expand new staff orientation program and provide ongoing professional development and support.
2020	Action Plan	2. Continue to offer increased opportunities for saff input on hiring practices within each building.
2020	Action Plan	3. Identify K-8 teachers to participate with 9-12 teacher leaders in the teacher leadership program (**Discovery Education Digital Leadership Corp**)
34	**K-12**	**Reduce Chronic Absenteeism, Tardies, etc…**
2020	Action Plan	1. Work with staff to develop and implement a plan in each building to reduce chronic absenteeism, tardies, etc…
2020	Action Plan	2. Continue working with our attendance coordinator (6-12) to work with teachers/students/families on improving student attendance.

Action Plans:

1. 2020 Formed a partnership with Community Response to aid in free/reduced counseling for students in need.
2. 2020 Formed a partnership with Community Response to provide a "coach" to families/students in need of assistance with bills, clothes, finding a job, and/or learning about the community.
3. 2020 Created a CKH team at SMS and SCHS.
4. 2020 Established "jeans day" monthly for the high school staff to coordinate with "Feel the Love" Fridays.
5. 2020 Used Thoughtexchange to collect data on the opinions of teachers of FOCUS and other programs at SCHS.
6. 2020 Received Family Literacy grant and implemented the program with 10 families.
7. 2020 Expanded the Sensory Room at SES.
8. 2020 Added Nursing staff to help with COVID-19 health and safety protocols.
9. 2020 Added hours/staff and established COVID-19 protocols for building cleaning and maintenance.
10. 2020 Provided CKH professional development for K-5 staff: Process Champions
11. 2020 Provided APL and Capturing Kids Hearts (CKH) training for all new teachers.
12. 2020 Rural Schools participated in Red Ribbon Week. Students participated and discussed the importance of being drug free.
13. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
14. 2019 Provided APL training for all new teachers.
15. 2019 Provided APL leadership training for all administration.
16. 2018 Focused professional development through coordination of Priority School and Discovery Education Consultants to promote coaching strategies to improve instruction and student achievement in the high school classrooms.
17. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
18. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
19. 2018 Restructured "Focus" time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
20. 2017 Principals involved in the selection of quarterly outstanding employees.
21. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
22. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.

23. 2017 A braided funding partnership was created with CHI to provide Capturing Kids Hearts Training for all certified staff members at SMS, Richland, Fischer's, all new PK-5 staff, and a focus group from SCHS
24. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
25. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
26. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
27. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
28. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
29. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
30. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
31. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
32. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
33. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
34. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
35. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
36. 2015 Developed and implemented a district-wide "new" teacher orientation program.
37. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
38. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
39. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
40. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
41. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
42. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
43. 2014 Developed and implemented annual SCS teacher incentive program.
44. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.

2020 Summary Report

1. **Explore ways to fund and procure academic curriculum resources and professional development.** *The district commits an annual budget of $225,000 annually to the purchase of curriculum upgrades. We are on a 7-year cycle for curriculum and textbook study and review, purchase, professional development, implementation, and evaluation. Over the past 5 years, the district has been fortunate to receive grants to assist in the purchase of textbooks, materials, training, and assessment in reading, language arts, math, science, language, and vocational areas. The district has also secured outside resources to purchase college credit textbooks and classroom materials.*
2. **Explore ways to expand and recognize the visual and performing arts** *(Art, music, dance, speech and drama)* **programs in our schools.** *We have increased our staff in these areas, scheduling, student participation, student access to programs, conference district, and state championships, and now have an outstanding performing arts auditorium to share these programs with our students and the community.*
3. **Explore ways to expand and promote our early childhood programs.** *We have an outstanding preschool program in partnership with Head Start. This is a fully-funded Sixpence Program. We need to consider ways to expand affordable early childhood (birth to 3) services in the school and community.*
4. **Explore ways to promote our vocational programs as future careers.** *We currently have one of the top housing programs in the State (23 homes). Outstanding facilities and staff in the areas of business, entrepreneurship, agriculture and horticulture, wood working and cabinetry, welding and metal works, and will be opening our culinary kitchen after Christmas break.*
5. **Explore ways to build on the success and promotion of our athletic and activity programs.** *Our current focus has been on the leadership and expansion of youth, junior high, and high school participation in athletics. We currently enjoy a high level of student participation and community support in many programs. With the recent addition to the middle school and high school buildings, we now enjoy facilities second to none in the State.*
6. **Explore ways to promote and celebrate diversity in our schools and community**. *While the community of Schuyler faces many unique challenges, we also have the opportunity and experience to reap the benefits of our diversity. Our focus on expanding the employment of a more diversified staff, commitment to dual-language instruction, expansion of our ELL programs to promote and engage newcomers to our school and country, and our willingness to welcome the rich cultural influence on our school and programs is truly remarkable.*
7. **Explore options to expand and enhance food service programs across the district.** *With the addition of the new high school kitchen and cafeteria, our food service and preparation kitchens are equipped to provide food service to over 3,000 meals per day. In addition to regular breakfast, grab-n-go, lunch, fruits and vegetable afternoon programs and backpack and community food bank options are a valuable resource to our students and families when faced with food insecurity when school is not in session.*
8. **Explore options for expanding custodial and maintenance programs and hiring practices in the district.** *Schuyler has assembled an outstanding custodial staff responsible for cleaning and maintaining our buildings and grounds. District-wide planning, maintenance schedules, requests and responses, equipment upgrades, etc… are recorded and transparent on the filemaker portal. Housekeeping does an outstanding job of adhering to the safety, cleaning, and maintenance protocols outlined in their daily, weekly, monthly, and annual maintenance job manual. Our grounds crew does an outstanding job of maintaining lawns, fields, sidewalks and parking lots as a source of pride for our community.*

9. **Explore options for improving safety and expanding transportation solutions to our students and families in the district.** *Schuyler has made big steps in securing and expanding safety and transportation solutions across our school and community. The State of Nebraska upgrade to lights, speed zones and crosswalk designation along with the city of Schuyler taking the lead to control the busy highway 15 middle school crossing has improved safety at the busiest intersection in our community. In addition, the school district invested in improving traffic flow, improve safety for curb-side pickup and to reduce congestion of north-highway 15 near the elementary building. These changes to infrastructure along with the expansion of after school programs, busing (one S) to neighborhood school buildings, and a parent paid route to the north trailer park provided improved solutions and supported student attendance for families with compromised transportation options.*
10. ***Explore options for funding and options for large equipment and transportation fleet upgrades, maintenance, and replacement:*** *We currently have a transportation fleet and large equipment replacement cycle (vehicles, copy machines, maintenance equipment, storage facilities) to provide access to buses, vans, trucks, cars, trailers, etc… for student transportation, staff needs. We currently have access to a heated bus barn that has allowed us to improve safety, reduce budget and maintenance costs, and extend the life of our fleet.*
11. **Explore ideas and suggestions to expand access to state-of-art technology solutions to enhance learning in the school and community.** *Our technology program is currently cutting-edge and a leader in many areas across the State and country. Our use of message boards, information systems, data warehouse, day-to-day classroom solutions, access to 1-1 or 2-1 technology district-wide, fiber connections to all school buildings, internal communications systems, safety programs, online protection for students, dedicated and educated staff, etc… puts our school and community in a position to provide the flexibility to lead change, improve access, and be a leader in promoting student success, family engagement, and quality programs in our community.*
12. **Explore options to expand course offerings and enrollment in college credit classes.** *Schuyler Central High in partnership with CCC, Wayne State College and the Foundation operates the only full funded college credit options for students in our State. We currently have six high school teachers approved to teach courses for CCC and Wayne State College. Over the past 4 years, we have provided access to and paid for an average of 120 classes each year at an annual cost of $60,000.*
13. **Explore ways to compliment or enhance our competitive salary and benefit programs for employees.** *Our board of education has promoted and negotiated competitive salary, benefit, leave and vacation programs for administration, teachers, and support staff positions. We are one of few districts that still have a strong PTO benefit, support staff salary schedule, benefit options including district full paid health care, short-long term disability and life insurance. In addition, the district supports a variety of other health, identity protection, and investment options to all staff.*
14. **Explore ideas to compliment and reward our teachers and support staff willing to participate and/or lead change in our school district.** *We are one of the few schools to offer an incentive program, above salary, to teachers who choose to go above and beyond job requirements. This incentive program provides support for teachers to go back to school, live in the community, buy homes, contribute to sick leave bank and wellness options, teach college/remote classes, and promote bi-lingual acquisition and certification.*
15. ***Explore ways to expand and support school nurses, athletic trainer and health/safety programs district-wide.*** *Over the past 6 years we have expanded staffing, programs, and safety protocols district wide. We currently employ 3 full-time nursing positions and one full-time athletic trainer in the district. These programs offer valuable programs in student health checks, vision and hearing screening, maintenance of vaccination record requirements, athletic training, etc…*

16. ***Explore options for increasing support and education for classroom and special needs para educators.*** *We currently employ para educators to support the needs of students with special academic, behavior, social/emotional, and English language barriers. In addition, they provide supervision of before/after school, lunch rooms, and recess.*
17. ***Explore options for improving efficiency, transparency, and internal/external communication.*** *Front office staff provide a valuable resource for students, parents, district patrons, and visitors to the buildings. District and building administration and office personnel provide program coordination, scheduling, personnel assignment, supervision and evaluation, staff requisitions and inventory management, accounts payable/receivable, payroll and benefits management, etc….*
18. ***Continue to recognize and appreciate the Board of Education and their courage and support of our school, employees, students and our families.*** *Over the past 7 years, the board of education has demonstrated leadership, character, and commitment in strategic planning, curriculum, program and policy development, building improvements, curriculum and professional development district-wide. Their leadership and commitment to this district is recognized by the Nebraska Association of School Boards in their annual recognition program.*
19. ***Explore ways to enhance and expand school/community partnerships.*** *We currently work the city and business community and appreciate their willingness to work with us on projects and include us in their development plans. (City of Schuyler, Schuyler Utilities, Schuyler Community Development, Chamber, Cargill, CHI Health, Shelby Lumber, Community and Family Partnership, CCC and Wayne State College, Head Start, etc…)*
20. ***Explore expanding grant programs to provide support for programs, staffing, professional development, technology, textbook and material upgrades.*** *These grants provide textbooks, professional development, technology, data management, salaries for teachers and support staff, extended day and year programs, and support for family and community involvement programs ($5,000,000 annually).*
21. ***Explore options for expanding foundation funds and support of projects, employees, alumni, scholarships and college tuition payment initiatives.*** *The foundation was instrumental in the school building projects (Preschool remodel and construction of the Field hHouse, classroom additions, and passage of the bond issue for the new addition to the high school. They also provide and manage scholarship programs for graduates, Outstanding Alumni Program, and annual Outstanding teacher, para educator, and support staff of the quarter and year.*
22. ***Explore options for expanding alternative education and online options for remedial, recovery, and advanced placement courses.*** *We currently have a ½ day alternative education program for those students in need of academic acceleration, part-time students, and flexible learning needs. In addition, we provide a hybrid online program to expand program options and flexibility in resolving schedule conflicts for full-time student enrollment.*
23. ***Explore options for supporting behavior management and classroom strategies.*** *We currently provide district-wide behavior management training and support (APL and CKH) to improve classroom management with an emphasis on keeping teachers relevant and included in student management decisions. The middle and high schools instituted SATURDAY school rather than detentions to work with individual students and their families when necessary. The school district hired a school psychologist certified to assess and support academic, behavior, and social/emotional student needs. In addition, the educational service unit has two behavior specialists credentialed with BCBA certification for those students who need additional support.*