Schuyler Community Schools
SEA December Meeting
Friday, December 4, 2020 3:15 PM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Discussion Items

Prepared by: Christina Bywater, Secretary to the Board

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

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											412,293.56	719,711.44	36.42%
	Non-SPED Expenditures	20,904,030.00	1,733,755.57	1,579,020.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,312,775.85	17,591,254.15	15.85%
	Total Expenditures	22,036,035.00	1,912,853.42	1,812,215.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,725,069.41	18,310,965.59	16.90%
	Total Receipts	22,036,065.00	4,232,590.23	816,726.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,049,316.58	16,986,748.42	22.91%
	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**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**	**3,610,380.31**			
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											61,989.95	788,010.05	7.29%
	Receipts	448,547.09	58.59	51.28											109.87	448,437.22	0.02%
	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**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**	**339,572.83**			
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											16,590.03	128,969.97	11.40%
	Receipts	145,560.00	32,538.02	5,874.02											38,412.04	107,147.96	26.39%
	Cash Balance	**69,246.68**	**96,158.13**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**	**91,068.69**			
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	4,840,000.00	0.00%
	Receipts	500,000.00	133,737.81	10,976.54											144,714.35	355,285.65	28.94%
	Cash Balance	**4,282,038.80**	**4,415,776.61**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**	**4,426,753.15**			
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											64,126.03	535,873.97	10.69%
	Receipts	600,000.00	25,594.34	20,071.91											45,666.25	554,333.75	7.61%
	Cash Balance	**338,022.23**	**336,727.81**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**	**319,562.45**			
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											215,516.70	1,009,483.30	17.59%
	Receipts	1,225,000.00	65,670.98	158,965.84											224,636.82	1,000,363.18	18.34%
	Cash Balance	**341,098.92**	**309,406.64**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**	**350,219.04**			
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											160,085.94	1,514,914.06	9.56%
	Receipts	1,107,814.00	265,963.04	20,460.33											286,423.37	821,390.63	25.85%
	Cash Balance	**444,108.37**	**549,985.47**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**	**570,445.80**			
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											1,361,047.99	2,138,952.01	38.89%
	Receipts	150,000.00	374.96	199.64											574.60	149,425.40	0.38%
	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**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**	**697,934.77**			
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											0.00	90,000.00	0.00%
	Receipts	30,000.00	3,520.00	1,606.00											5,126.00	24,874.00	17.09%
	Cash Balance	**94,122.64**	**97,642.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**	**99,248.64**			
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	4,641.20	4,641.20											9,282.40	140,717.60	6.19%
	Receipts	100,000.00	0.00	4,587.43											4,587.43	95,412.57	4.59%
	Cash Balance	**6,630.27**	**1,989.07**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**	**1,935.30**			
	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**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**	**10,507,120.98**			

2020-21 Support Staff Salary Schedule

STEP	Hourly Rate	% Increase	$ Increase
1	$9.00	0.00%	$0.00
2	$9.36	4.00%	$0.36
3	$9.73	3.95%	$0.37
4	$10.11	3.90%	$0.38
5	$10.50	3.85%	$0.39
6	$10.90	3.80%	$0.40
7	$11.31	3.75%	$0.41
8	$11.72	3.70%	$0.42
9	$12.15	3.65%	$0.43
10	$12.59	3.60%	$0.44
11	$13.04	3.55%	$0.45
12	$13.49	3.50%	$0.46
13	$13.96	3.45%	$0.47
14	$14.43	3.40%	$0.47
15	$14.92	3.35%	$0.48
16	$15.41	3.30%	$0.49
17	$15.91	3.25%	$0.50
18	$16.42	3.20%	$0.51
19	$16.94	3.15%	$0.52
20	$17.46	3.10%	$0.53
21	$17.99	3.05%	$0.53
22	$18.53	3.00%	$0.54
23	$19.08	2.95%	$0.55
24	$19.63	2.90%	$0.55
25	$20.19	2.85%	$0.56
26	$20.76	2.80%	$0.57
27	$21.33	2.75%	$0.57
28	$21.90	2.70%	$0.58
29	$22.49	2.65%	$0.58
30	$23.07	2.60%	$0.58
31	$23.66	2.55%	$0.59
32	$24.25	2.50%	$0.59
33	$24.84	2.45%	$0.59
34	$25.44	2.40%	$0.60
35	$26.04	2.35%	$0.60
36	$26.64	2.30%	$0.60
37	$27.24	2.25%	$0.60
38	$27.84	2.20%	$0.60
39	$28.43	2.15%	$0.60
40	$29.03	2.10%	$0.60

Beyond Maximum Step	% increase
Cost of Living Annual Increase	1.50%

Position Start and Maximum Wages and Benefits

Position	Beginning Step	Maximum Step
Para Educator	1	20
Food Service	5	25
Custodial-Housekeeper	5	25
Technology Assistant	5	25
Administrative Assistant	5	25
After School Coordinator	10	25
Technology Manager	10	30
Custodial-Maintenance	10	30
Grounds-Maintenance	15	30
District Activity Fund Manager	15	30
School Nurse (RN)	20	35
Technology Specialist	20	35
Maintenance Engineer	20	35
Special Considerations: Beyond Maximum Step		
SPED High Needs Para Educator	5	Steps
College Degree	3	Steps
Teaching Certificate	2	Steps
Newcomer Program Para Educator	2	Steps
Bilingual/Translator Certificate	2	Steps
Technology Certificate/License	2	Steps
Building Maintenance Head	2	Steps
Grounds Maintenance Head	2	Steps
Food Service Building Head	2	Steps
SPED Certification (Braille, etc...)	1	Step
Serv Safe Certification	1	Step
Chemical Certification	1	Step
HVAC Certification	1	Step
School Bus License	1	Step
Electrical License	1	Step
Plumbing License	1	Step

Benefits Schedule (Minimum 30 hours per week)	
Para-Educators	Single Health/Dental (3,500 Deductiible)
9-11 Month Support Staff (non paras)	Single Health/Dental (1,200 Deductible)
12 Month Support Staff and Nurses	Family Health/Dental (1,200 Deductible)
PTO/Sick Leave	1 Day per month, Cumulative sick to 50
Vacation/Holiday Pay	1 Day per month and Holiday Pay

Van & Bus Drivers, Part-Time and Substitute Positions	
Students -Custodial, para-educators, interpreters	$9.00
Sports/Activities Support - Beyond Required Assignment	$10.00
Summer: Food Service, Para Educators, Custodial	$12.00
After School Para Educators	$12.50
Activity Bus Drivers	$15.00
City Route - School to School & Rural School Bus	$16.00
Substitute Support Staff	$11.00
Substitute Teacher (144 Per Day)	$18.00
Substitute Nurse	$20.00

Schuyler Community Schools | 2021-2022 CALENDAR

2 – 6 All staff flex half-day
5 1st year
6 New Staff
9 All Cert. Staff - PD
10 All Dist. Staff – PD
K-12 Open House
(1pm to 8pm)
11 K-12 Students Full Day
14 Student Days
17 Teacher Days

AUGUST 2021

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6 Labor Day
No School

21 Student Days
21 Teacher Days

SEPTEMBER 2021

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

8 End of 1st Quarter – 1:30 Dismissal
12 SCHS student Tech Fair – Half-Day K-8/PT Conf.
13 Parent/Teacher Conf.
14-1 Fall Break No School

19 Student Days
20.5 Teacher Days

OCTOBER 2021

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

24 No School
25 No School – Thanksgiving Day
26 No School

18 Student Days
18 Teacher Days

NOVEMBER 2021

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 End of 2nd Quarter – 1:30 dismissal
20 – Jan No School

14 student days
14 Teacher day

DECEMBER 2021

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY 2022

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

3 Start of 3rd Quarter
17 MLK day – PD – No School for Students

19 Student Days
20 Teacher Days

FEBRUARY 2022

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

18 Winter Break – No school for students and staff

19 Student Days
19 Teacher Days

MARCH 2022

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

4 End of 3rd Q –1:30 dismiss
8 PT Conference

9 - 11 No School – Break

19 Student Days
20.5 Teacher Days

APRIL 2022

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

15 No School - Easter
18 No School - Easter
21 FA Invite – K-8 regular day, no school SCHS

20 Student Days
20 Teacher Days

MAY 2022

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6 Last Day for Seniors
15 Graduation
18 End of 4th Quarter
Last Day with Students
early dismissal
19 Staff Day
20 Curriculum Dev. Day

13 Student Days
15 Teacher Days