Schuyler Community Schools
SEA Reps Meeting
Friday, September 27, 2019 3:15 PM
SEA Reps Meeting @ Superintendent's Office
120 W. 20th Street
Schuyler, NE 68661-2400

I. Discussion Items

Prepared by: Christina Bywater, Secretary to the Board

2018-19 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 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)

SCHS School Improvement Grant (SIG) Incentive:

Math and Reading Improvement Incentives based on achievement scores

9-12 Math Performance $4,000 Maximum total award
9-12 Reading Performance $4,000 Maximum total award

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

ISSUES YOU SHOULD NEGOTIATE

1. Salary
2. Overload pay
3. Bonuses, moving expenses, advance placement on the salary schedule or any other "deviation" from the salary schedule
4. Health insurance and other benefits. You have to negotiate the specifications of the coverage but not Identity of the carrier.
5. Leave provisions (sick, bereavement, personal, etc.)
6. The grievance procedure
7. Extra-curricular sponsor pay (but not what activities will be offered or how sponsorships will be assigned)

ISSUES YOU SHOULD NOT NEGOTIATE

1. The hiring or qualifications of teachers
2. Issues such as work assignments, transfers and planning time
3. The number of contract days, school calendar or length of teacher work day
4. Teacher evaluations
5. The contents of the reduction in force policy
6. Matters involving tenure
7. The rights of probationary teachers
8. Curriculum, class size or support staff
9. The budget
10. Extracurricular activity assignments
11. Professional growth requirements
12. The composition of the bargaining team
13. Employment, assignments, and rights of classified staff members

2018-19 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	159,779.28	211,385.66	226,548.45	244,284.46	233,525.65	213,485.74	233,222.82	228,259.64	227,302.67	234,502.84	318,433.33	156,563.62	2,687,294.16	(1,677,729.16)	266.18%
	Non-SPED Expenditures	20,428,954.00	1,522,235.70	1,586,685.17	1,654,332.99	1,446,105.49	1,471,298.15	1,512,444.76	1,468,597.10	1,416,061.73	1,680,267.06	1,772,584.44	1,491,723.07	1,712,681.68	18,735,017.34	1,693,936.66	91.71%
	Total Expenditures	21,438,519.00	1,682,014.98	1,798,070.83	1,880,881.44	1,690,389.95	1,704,823.80	1,725,930.50	1,701,819.92	1,644,321.37	1,907,569.73	2,007,087.28	1,810,156.40	1,869,245.30	21,422,311.50	16,207.50	99.92%
	Total Receipts	21,438,519.00	4,203,426.68	681,958.11	647,571.18	745,256.34	2,143,935.43	1,506,024.77	1,197,908.35	1,790,266.77	4,923,775.77	1,384,220.99	732,262.67	912,684.24	20,869,291.30	569,227.70	97.34%
	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	**2,638,959.78**	**5,160,371.48**	**4,044,258.76**	**2,810,948.50**	**1,865,814.89**	**2,304,926.52**	**2,085,020.79**	**1,581,109.22**	**1,727,054.62**	**4,743,260.66**	**4,120,394.37**	**3,042,500.64**	**2,085,939.58**			
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	5,365.59	14,727.38	2,514.97	11,151.25	0.00	0.00	5,100.00	0.00	0.00	5,400.00	31,602.00	5,400.00	81,261.19	768,738.81	9.56%
	Receipts	384,272.00	80.40	95.25	220.19	80.16	77.66	206.75	72.35	77.94	243.74	67.99	73.74	100,241.06	101,537.23	282,734.77	26.42%
	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	**299,956.98**	**294,671.79**	**280,039.66**	**277,744.88**	**266,673.79**	**266,751.45**	**266,958.20**	**261,930.55**	**262,008.49**	**262,252.23**	**256,920.22**	**225,391.96**	**320,233.02**			
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	14,700.88	8,966.68	9,067.67	5,185.86	7,359.99	5,507.18	6,565.81	8,586.45	9,306.88	4,331.61	3,727.47	11,199.19	94,505.67	51,054.33	64.93%
	Receipts	88,100.46	26,193.85	5,694.85	5,713.38	5,694.85	5,694.86	5,728.53	5,694.86	5,694.79	5,727.58	5,694.79	5,694.86	5,728.70	88,955.90	(855.44)	100.97%
	Cash Balance	**57,459.54**	**68,952.51**	**65,680.68**	**62,326.39**	**62,835.38**	**61,170.25**	**61,391.60**	**60,520.65**	**57,628.99**	**54,049.69**	**55,412.87**	**57,380.26**	**51,909.77**			
09	**QCPUF**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	3,650,000.00	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	3,411,080.00	6.55%
	Receipts	706,000.00	139,258.75	12,979.26	119,343.98	11,697.74	52,813.70	17,696.51	27,278.14	49,036.75	272,560.67	22,519.01	9,331.98	28,891.35	763,407.84	(57,407.84)	108.13%
	Cash Balance	**3,239,501.42**	**3,378,760.17**	**3,391,739.43**	**3,511,083.41**	**3,403,071.15**	**3,455,884.85**	**3,473,581.36**	**3,500,859.50**	**3,549,896.25**	**3,822,456.92**	**3,725,765.93**	**3,735,097.91**	**3,763,989.26**			
05	**Activities**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	500,000.00	66,152.98	39,513.63	22,504.43	39,974.43	27,012.13	41,617.62	42,286.33	53,891.51	70,929.44	15,103.48	21,885.22	17,786.29	458,657.49	41,342.51	91.73%
	Receipts	141,832.35	30,292.05	43,886.57	73,502.89	43,965.07	40,254.55	38,127.54	33,105.10	51,502.92	36,521.71	27,615.06	12,751.27	58,878.35	490,403.08	(348,570.73)	345.76%
	Cash Balance	**358,167.65**	**322,306.72**	**326,679.66**	**377,678.12**	**381,668.76**	**394,911.18**	**391,421.10**	**382,239.87**	**379,851.28**	**345,443.55**	**357,955.13**	**348,821.18**	**389,913.24**			
06	**School Lunch**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,160,000.00	100,472.40	108,654.09	103,989.52	119,690.26	84,860.76	123,192.84	100,754.26	99,593.85	99,145.80	61,075.87	49,179.32	44,174.59	1,094,783.56	65,216.44	94.38%
	Receipts	1,006,315.36	95,006.52	130,138.60	130,974.65	129,232.43	109,838.56	118,591.75	111,647.27	105,658.63	113,603.19	76,582.10	13,381.01	23,721.70	1,158,376.41	(152,061.05)	115.11%
	Cash Balance	**153,684.64**	**148,218.76**	**169,703.27**	**196,688.40**	**206,230.57**	**231,208.37**	**226,607.28**	**237,500.29**	**243,565.07**	**258,022.46**	**273,528.69**	**237,730.38**	**217,277.49**			
07	**Bond**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	575,000.00	0.00	0.00	0.00	410,685.00	0.00	0.00	0.00	0.00	56,584.98	0.00	0.00	0.00	467,269.98	107,730.02	81.26%
	Receipts	500,000.00	137,002.68	10,035.50	4,811.33	8,849.20	49,836.98	14,954.27	24,421.93	45,723.84	157,397.41	20,994.07	5,830.05	25,497.19	505,354.45	(5,354.45)	101.07%
	Cash Balance	**606,597.96**	**743,600.64**	**753,636.14**	**758,447.47**	**356,611.67**	**406,448.65**	**421,402.92**	**445,824.85**	**491,548.69**	**592,361.12**	**613,355.19**	**619,185.24**	**644,682.43**			
08	**Special Building**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,075,000.00	35,674.42	511.72	5,470.64	26,402.44	3,184.25	54,351.02	2,666.00	29,510.40	32,230.21	6,693.75	83,779.13	20,296.85	300,770.83	774,229.17	27.98%
	Receipts	500,000.00	108,500.04	7,901.84	3,800.07	8,432.98	49,385.57	14,515.88	24,802.44	45,689.02	13,401,025.23	32,689.66	24,418.72	37,791.12	13,758,952.57	(13,258,952.57)	2751.79%
	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	**67,862.54**	**140,688.16**	**148,078.28**	**146,407.71**	**128,438.25**	**174,639.57**	**134,804.43**	**156,940.87**	**173,119.49**	**13,541,914.51**	**13,567,910.42**	**13,508,550.01**	**13,526,044.28**			
12	**Student Fees**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	50,000.00	308.56	1,910.75	11,737.67	1,115.00	1,373.00	308.00	803.95	143.97	2,557.50	109.00	1,902.00	0.00	22,269.40	27,730.60	44.54%
	Receipts	36,000.00	6,539.10	4,450.85	240.00	2,760.00	824.15	991.94	593.00	2,247.00	3,354.00	3,436.00	0.00	12,187.00	37,623.04	(1,623.04)	104.51%
	Cash Balance	**59,806.61**	**66,037.15**	**68,577.25**	**57,079.58**	**58,724.58**	**58,175.73**	**58,859.67**	**58,648.72**	**60,751.75**	**61,548.25**	**64,875.25**	**62,973.25**	**75,160.25**			
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	3,864.66	3,907.02	3,672.12	9,020.14	8,980.71	9,217.41	9,050.13	8,853.37	8,980.60	9,033.39	9,420.01	5,649.71	89,649.27	60,350.73	59.77%
	Receipts	75,000.00	0.00	3,695.99	3,439.74	33,410.10	5,971.14	6,820.22	0.00	3,410.12	33,410.11	6,938.01	0.00	3,410.11	100,505.54	(25,505.54)	134.01%
	Cash Balance	**7,219.60**	**3,354.94**	**3,143.91**	**2,911.53**	**27,301.49**	**24,291.92**	**21,894.73**	**12,844.60**	**7,401.35**	**31,830.86**	**29,735.48**	**20,315.47**	**18,075.87**			
	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	**7,489,216.72**	**10,326,962.32**	**9,251,537.04**	**8,201,315.99**	**6,757,370.53**	**7,378,408.49**	**7,141,942.08**	**6,698,419.12**	**6,952,825.98**	**23,713,140.25**	**23,065,853.55**	**21,857,946.30**	**21,093,225.19**			

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Schuyler Community Schools (19-0123) in Colfax County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 16th day of September, 2019 at 6:30 o'clock, P.M., at Schuyler Central High School Music Room for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers 2017-2018 (1)	Actual/Estimated Disbursements & Transfers 2018-2019 (2)	Budgeted Disbursements & Transfers 2019-2020 (3)	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
General	$ 20,397,106.00	$ 21,438,519.00	$ 21,438,519.00	$ 3,000,000.00	$ 10,480,185.00	$ 14,099,327.00
Depreciation	$ 360,838.00	$ 850,000.00	$ 850,000.00		$ 850,000.00	
Employee Benefit	$ 88,846.00	$ 145,560.00	$ 145,560.00	$ -	$ 145,560.00	
Contingency	$ -	$ -	$ -		$ -	
Activities	$ 478,649.00	$ 500,000.00	$ 600,000.00	$ -	$ 600,000.00	
School Nutrition	$ 1,086,955.00	$ 1,160,000.00	$ 1,225,000.00	$ -	$ 1,225,000.00	
Bond	$ 453,438.00	$ 575,000.00	$ 1,675,000.00	$ -	$ 675,000.00	$ 1,010,101.00
Special Building	$ 1,107,863.00	$ 1,075,000.00	$ 13,500,000.00		$ 13,500,000.00	$ -
Qualified Capital Purpose Undertaking	$ 238,920.00	$ 3,650,000.00	$ 4,340,000.00	$ -	$ 3,840,000.00	$ 505,051.00
Cooperative	$ 110,812.00	$ 150,000.00	$ 150,000.00	$ -	$ 150,000.00	
Student Fee	$ 17,486.00	$ 41,000.00	$ 70,000.00	$ -	$ 70,000.00	
	$ -	$ -	$ -	$ -	$ -	
TOTALS	$ 24,340,913.00	$ 29,585,079.00	$ 43,994,079.00	$ 3,000,000.00	$ 31,535,745.00	$ 15,614,479.00

Notice of Special Hearing To Set Final Tax Request

Schuyler Community Schools (19-0123) in Colfax County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 16th day of September 2019 at 6:35 o'clock P.M., at Schuyler Central High School Music Room for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request at a different amount than the prior year tax request.

	2018-2019	2019-2020	Change
Property Valuations	1,390,893,335	1,389,497,037	0%

	2018/19 Budget Information				2019/20 Budget Information				
Fund	2018-2019 Operating Budget	2018-2019 Property Tax Request	2018 Tax Rate	Property Tax Rate (2018-2019 Request **Divided By** 2019 Valuation)	2019-2020 Operating Budget	2019-2020 Proposed Property Tax Request	Proposed 2019 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	21,438,519.00	14,099,327.00	1.013689	1.014707	21,438,519.00	14,099,327.00	1.014707	0%	0%
Bond Fund(s) K - 12	575,000.00	505,050.50	0.036311	0.036348	1,675,000.00	1,010,101.00	0.072695	100%	191%
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Bond Fund _____			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Special Building Fund	1,075,000.00	505,050.50	0.036311	0.036348	13,500,000.00	-	0.000000	-100%	1156%
Qualified Capital Purpose Undertaking Fund K - 12	3,650,000.00	505,051.00	0.036311	0.036348	4,340,000.00	505,051.00	0.036348	0%	19%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	#DIV/0!
Total	26,738,519.00	15,614,479.00	1.122622	1.123751	40,953,519.00	15,614,479.00	1.123750	0%	53%

History of Property Values and State Aid

School Years	Formula Students	Certified State Aid	State Aid Gain or loss	Adjusted Valuation	Increase	Cost Per Student
2006-07	1,690.64	$5,072,301.13	NA	$548,163,223.00	NA	NA
2007-08	1,730.85	$5,573,365.08	$501,063.95	$587,684,141.00	6.72%	NA
2008-09	1,580.00	$6,027,864.99	$454,499.91	$619,259,153.00	5.10%	$6,351.19
2009-10	1,582.49	$6,172,874.31	$145,009.32	$635,767,973.00	2.60%	$6,476.96
2010-11	1,648.54	$6,826,410.16	$653,535.85	$699,433,953.00	9.10%	$6,687.60
2011-12	1,641.79	$5,521,376.15	-$1,305,034.01	$796,777,573.00	12.22%	$6,738.08
2012-13	1,631.01	$4,831,658.73	-$689,717.42	$887,468,658.00	10.22%	$7,018.30
2013-14	1,688.98	$5,150,786.92	$319,128.19	$894,304,934.00	0.76%	$7,530.24
2014-15	1,742.12	$5,819,615.16	$668,828.24	$978,643,233.00	8.62%	$7,428.90
2015-16	1,788.79	$4,062,847.58	-$1,756,767.58	$1,166,906,873.00	16.13%	$7,969.56
2016-17	1,856.63	$3,864,741.00	-$198,106.58	$1,251,528,385.00	6.76%	$8,083.72
2017-18	1,852.66	$2,740,194.00	-$1,124,547.00	$1,264,043,668.85	0.99%	$8,057.96
2018-19	1,882.69	$3,277,818.00	$537,624.00	$1,377,063,149.00	8.21%	$8,494.21
2019-20	1,868.19	$3,769,531.00	$491,713.00	$1,388,827,210.00	0.85%	

Area Schools Comparison

			2018-19 District Levy		2016-17 Audit Data			
2018-19 State Aid Data	Formula Students	Cost Per Pupil	General Fund Levy	Total Levy	Local Taxes	County/Other Receipts	State Receipts	Federal Receipts
Clarkson	192.21	$15,374.33	$0.7346	$0.7646	79.60%	0.46%	17.50%	2.49%
Howells-Dodge	241.81	$15,528.47	$0.5099	$0.5944	82.10%	0.76%	12.90%	4.23%
Leigh	195.06	$15,667.54	$0.6199	$0.7548	78.70%	1.15%	15.80%	4.36%
David City	583.41	$15,056.76	$0.6650	$0.7818	78.70%	2.30%	15.40%	3.54%
North Bend	584.04	$12,395.60	$0.6256	$0.7612	72.60%	0.89%	23.30%	3.16%
Lakeview	845.51	$10,459.05	$0.5346	$0.6377	78.50%	0.61%	15.60%	5.22%
Columbus	3,856.83	$8,802.99	$1.0108	$1.2499	51.20%	1.50%	43.20%	4.09%
Schuyler	1,868.19	$8,494.21	$1.0133	$1.1222	60.30%	0.83%	29.70%	9.10%

The state aid formula uses audited data from two previous school years along with student enrollment data from the previous two years to generate information used to determine state aid to schools. Below is a summary of information used in the 2019-2020 calculations.

State aid Information Summary	2015-16	2016-17	2017-18	2018-19	2019-20
Formula Students	1,788.79	1,856.63	1,852.66	1,882.69	1,868.19
Schuyler General Fund Expenditures	14,255,909.06	15,008,445.00	14,952,807.00	15,170,621.00	15,878,786.00
State Average Per Student	8,925.53	9,223.76	9,359.36	9,382.69	9,849.95
Schuyler Expenditures per Student	7,969.56	8,083.72	8,071.01	8,057.96	8,494.21
Schuyler compared to State Average	-955.97	-1,140.04	-1,288.35	-1,324.73	-1,355.74
Rank in Size	26 of 245	26 of 245	26 of 245	26 of 245	26 of 245
Ranking from the lowest cost per student	14 of 245	8 of 245	9 of 245	8 of 245	10 of 245
	State	**Schuyler**	**Schuyler**	**Schuyler**	**Schuyler**
Increase from 2015-16 to 2018-19	298.23	114.16	-12.71	-13.05	436.25