Schuyler Community Schools
SEA Reps Meeting
Friday, September 28, 2018 3:15 PM
SEA Reps Meeting @ Superintendent's Office
120 W. 20th Street
Schuyler, NE 68661-2400

I. Discussion Items

1. **Finance/Budget Report:** See attached budget and finance reports.

2. **Suicide Prevention:** All staff is required by law to complete the Suicide Awareness Video.

3. **October Special Events:** APL New Teacher Training is October 9-11. APL Refresher Training for teachers is Wednesday, October 10th. The fall technology fair is scheduled for Wednesday, October 17th. Parent-Teacher Conferences are scheduled for Thursday, October 18th. Fall Break is October 19th.

4. **Process Champions:** Process Champions is the train-the-trainer model for Capturing Kids Hearts. Selected staff from each building will be involved in the 2-day training. We are looking at a date (2 days) in late October.

5. **Safety/Crisis Team:** We are required to conduct an annual safety review. Lloyd from Nesbitt and Associates is conducting a safety inspection for 2018. We are working on adding a section for Immigration preparedness.

6. **Strategic Plan Update:** We will be finalizing our progress reports on the district strategic plan during the month of October. We are scheduled to revisit the plan as a staff/community in November. I will be meeting with "Thoughtexchange" on October 10-12 to setup our program for the 2018-19 school year.

7. **Negotiations:** We will begin negotiations in October. Attached is the list of items recommended by legal council that the board should negotiate and a list of items that are not mandatorily negotiable. We also need to revisit the staff incentive plan for 2018-19. See attachments.

8. **Health Insurance:** We will be offering on open enrollment period for changing insurance programs beginning in January 2019. This dual option allows certificated employees to elect to participate in a high deductible ($3,500) and use the premium savings to enroll in a healthcare savings account. Please let Penny know if you are considering moving to the higher deductible by December 1st.

2017-18 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	156,492.05	218,162.37	248,137.88	230,655.95	235,850.34	215,902.61	239,021.20	260,466.13	238,035.85	228,713.34	216,441.28	147,591.11	2,635,470.11	(1,625,905.11)	261.05%
Non-SPED Expenditures	19,391,330.00	1,386,716.37	1,551,219.88	1,443,283.25	1,357,173.36	1,397,666.18	1,433,720.79	1,404,394.91	1,335,282.50	1,682,190.22	1,706,101.33	1,447,685.56	1,616,073.42	17,761,507.77	1,629,822.23	91.60%
Total Expenditures	20,400,895.00	1,543,208.42	1,769,382.25	1,691,421.13	1,587,829.31	1,633,516.52	1,649,623.40	1,643,416.11	1,595,748.63	1,920,226.07	1,934,814.67	1,664,126.84	1,763,664.53	20,396,977.88	3,917.12	99.98%
Total Receipts	20,046,234.00	4,269,068.23	812,931.69	404,661.44	683,867.94	2,829,527.97	968,000.97	1,614,261.92	1,882,637.98	5,392,764.13	594,899.27	73,390.13	1,434,937.34	20,960,949.01	(914,715.01)	104.56%
Monthly Inter-Fund Loar	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	2,074,988.65	4,800,848.46	3,844,397.90	2,557,638.21	1,653,676.84	2,849,688.29	2,168,065.86	2,138,911.67	2,425,801.02	5,898,339.08	4,558,423.68	2,967,686.97	2,638,959.78			

02 Depreciation Fun	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	850,000.00	4,800.00	0.00	0.00	14,140.15	62,250.00	0.00	4,800.00	54,604.55	(1,216.60)	5,100.00	5,894.00	210,465.93	360,838.03	489,161.97	42.45%
Receipts	157,467.00	161.30	174.31	238.95	189.11	279.59	233.40	171.18	189.49	287.27	169.15	183.59	256.75	2,534.09	154,932.91	1.61%
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 (	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	658,260.92	653,622.22	653,796.53	654,035.48	640,084.44	578,114.03	578,347.43	573,718.61	519,303.55	520,807.42	515,876.57	510,166.16	299,956.98			

03 Employee Benefi	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	145,560.00	8,998.02	4,544.47	4,177.99	5,637.12	11,896.36	9,884.67	9,119.29	12,077.19	7,913.26	2,729.52	4,599.96	7,268.83	88,846.68	56,713.32	61.04%
Receipts	85,641.00	25,469.17	5,470.17	5,478.55	5,470.17	5,470.22	5,488.57	5,470.22	5,470.11	5,488.10	5,470.11	5,470.22	5,488.62	85,704.23	(63.23)	100.07%
Cash Balance	60,601.99	77,073.14	77,998.84	79,299.40	79,132.45	72,706.31	68,310.21	64,661.14	58,054.06	55,628.90	58,369.49	59,239.75	57,459.54			

04 QCPUF	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	3,150,000.00	0.00	0.00	0.00	119,710.00	0.00	0.00	0.00	15,000.00		119,210.00	0.00	0.00	253,920.00	2,896,080.00	8.06%
Receipts	712,719.00	112,403.66	9,913.45	114,198.79	8,673.62	55,008.93	11,161.52	31,085.77	43,681.12	280,967.49	25,891.86	2,817.73	27,992.69	723,796.63	(11,077.63)	101.55%
Cash Balance	2,769,624.79	2,882,028.45	2,891,941.90	3,006,140.69	2,895,104.31	2,950,113.24	2,961,274.76	2,992,360.53	3,021,041.65	3,302,009.14	3,208,691.00	3,211,508.73	3,239,501.42			

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	23,566.44	75,942.55	38,474.19	33,610.85	21,666.86	68,329.65	15,969.80	70,054.01	43,962.54	23,291.13	16,930.10	46,850.76	478,648.88	21,351.12	95.73%
Receipts	509,000.00	48,842.10	41,422.14	26,714.73	68,264.88	44,055.66	27,950.26	37,150.80	49,650.39	45,654.74	20,419.41	11,416.75	61,918.82	483,460.68	25,539.32	94.98%
Cash Balance	353,355.85	378,631.51	344,111.10	332,351.64	367,005.67	389,394.47	349,015.08	370,196.08	349,792.46	351,484.66	348,612.94	343,099.59	358,167.65			

06 School Lunch	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	1,095,000.00	118,197.35	107,040.04	124,008.58	93,523.45	94,459.44	99,656.52	106,022.69	96,200.40	96,543.28	58,666.05	41,774.05	48,824.64	1,084,916.49	10,083.51	99.08%
Receipts	1,033,000.00	90,040.36	123,694.88	131,577.96	117,236.52	93,053.31	108,348.81	122,828.67	115,021.70	111,250.20	53,052.35	15,232.81	28,106.26	1,109,443.83	(76,443.83)	107.40%
Cash Balance	129,157.30	101,000.31	117,655.15	125,224.53	148,937.60	147,531.47	156,223.76	173,029.74	191,851.04	206,557.96	200,944.26	174,403.02	153,684.64			

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	392,252.50	0.00	0.00	0.00	0.00		61,185.00	0.00	0.00	453,437.50	121,562.50	78.86%
Receipts	501,092.00	101,012.24	16,266.75	5,819.44	7,532.25	45,968.75	13,599.38	31,875.67	41,655.93	167,356.51	8,864.99	485.66	24,794.95	465,232.52	35,859.48	92.84%
Cash Balance	594,802.94	695,815.18	712,081.93	717,901.37	333,181.12	379,149.87	392,749.25	424,624.92	466,280.85	633,637.36	581,317.35	581,803.01	606,597.96			

08 Special Building	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	1,250,000.00	14,760.99	198,633.25	198,238.86	60,722.94	0.00	20,929.02	235,684.62	64,072.44	77,281.69	70,372.64	75,926.78	148,239.70	1,164,862.93	85,137.07	93.19%
Receipts	400,587.00	165,811.14	57,669.19	3,110.62	37,105.50	43,691.56	8,655.96	23,925.30	60,063.86	132,655.99	147,109.30	507.14	19,700.60	700,006.16	(299,419.16)	174.75%
Loan Balance to Gen. Fu	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 (	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	532,719.31	683,769.46	542,805.40	347,677.16	324,059.72	367,751.28	355,478.22	143,718.90	139,710.32	195,084.62	271,821.28	196,401.64	67,862.54			

09 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	0.00	1,095.00	4,307.16	1,779.00	268.00	376.49	835.00	442.54	3,191.04	3,366.80	1,319.00	506.00	17,486.03	32,513.97	34.97%
Receipts	36,000.00	5,302.00	4,188.00	834.00	877.00	891.00	724.00	1,794.30	3,853.99	5,917.00	50.00	0.00	7,396.75	31,828.04	4,171.96	88.41%
Cash Balance	45,464.60	50,766.60	53,859.60	50,386.44	49,484.44	50,107.44	50,454.95	51,414.25	54,825.70	57,551.66	54,234.86	52,915.86	59,806.61			

00 Cooperative Fun	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Expenditures	150,000.00	3,846.57	8,551.96	3,917.27	3,874.25	3,902.52	11,805.72	11,872.33	11,828.26	11,828.94	13,984.94	12,638.17	12,762.00	110,812.93	39,187.07	73.88%
Receipts	75,000.00	0.00	12,000.00	0.00	0.00	2,281.00	11,918.91	0.00	6,838.24	5,218.47	25,000.00	11,446.78	1,228.85	75,932.25	(932.25)	101.24%
Cash Balance	42,100.28	38,253.71	41,701.75	37,784.48	33,910.23	32,288.71	32,401.90	20,529.57	15,539.55	8,929.08	19,944.14	18,752.75	7,219.60			

Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
Cash Balance	7,261,076.63	10,361,809.04	9,280,350.10	7,908,439.40	6,524,576.82	7,816,845.11	7,112,321.42	6,953,165.41	7,242,200.20	11,230,029.88	9,818,235.57	8,115,977.48	7,489,216.72			

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Schuyler Community Schools (190123) 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 17 day of September, 2018 at 6:30 o'clock, PM, 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.

Clerk/Secretary

FUNDS	Actual Disbursements & Transfers 2016-2017 (1)	Actual/Estimated Disbursements & Transfers 2017-2018 (2)	Budgeted Disbursements & Transfers 2018-2019 (3)	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Fee and Delinquent Tax Allowance (6)	Total Personal and Real Property Tax Requirement (7)
General	$ 20,332,106.00	$ 20,400,895.00	$ 20,938,519.00	$ 2,575,000.00	$ 9,555,185.00	$ 140,993.13	$ 14,099,327.13
Depreciation	$ 287,755.00	$ 850,000.00	$ 850,000.00		$ 850,000.00		
Employee Benefit	$ 112,301.00	$ 145,560.00	$ 145,560.00	$ -	$ 145,560.00		
Contingency	$ -	$ -	$ -		$ -		
Activities	$ 444,797.00	$ 500,000.00	$ 500,000.00	$ -	$ 500,000.00		
School Nutrition	$ 1,006,614.00	$ 1,095,000.00	$ 1,160,000.00	$ -	$ 1,160,000.00		
Bond	$ 441,186.00	$ 575,000.00	$ 575,000.00	$ 500,000.00	$ 575,000.00	$ 5,050.50	$ 505,050.50
Special Building	$ 1,424,410.00	$ 1,250,000.00	$ 1,075,000.00		$ 575,000.00	$ 5,050.50	$ 505,050.50
Qualified Capital Purpose Undertaking	$ -	$ 3,150,000.00	$ 3,650,000.00	$ -	$ 3,150,000.00	$ 5,050.50	$ 505,050.50
Cooperative	$ 61,859.00	$ 150,000.00	$ 150,000.00	$ -	$ 150,000.00		
Student Fee	$ 19,597.00	$ 50,000.00	$ 50,000.00	$ -	$ 50,000.00		
	$ -	$ -	$ -	$ -	$ -		
TOTALS	$ 24,130,625.00	$ 28,166,455.00	$ 29,094,079.00	$ 3,075,000.00	$ 16,710,745.00	$ 156,144.63	$ 15,614,478.63

Total Personal and Real Property Tax Requirement For Bonds

$ 1,010,101.00

Total Personal and Real Property Tax Requirement for ALL Other

$ 14,604,377.63

Notice of Special Hearing To Set Final Tax Request

Schuyler Community Schools (190123) 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 17 day of September 2018 at 6:35 o'clock PM, 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.

	2017/18 Budget Information			2018/19 Budget Information	
Fund	2017-2018 Property Tax Request	2017 Tax Rate	Property Tax Rate (2017-2018 Request **Divided By** 2018 Valuation)	2018-2019 Proposed Property Tax Request	Proposed 2018 Tax Rate
General Fund	14,068,727.13	1.020965	1.011489	14,099,327.13	1.013689
Bond Fund(s) K - 12	505,143.43	0.036658	0.036318	505,050.50	0.036311
Bond Fund(s) K - 8			0.000000		0.000000
Bond Fund(s) 9 - 12			0.000000		0.000000
Bond Fund _____			0.000000		0.000000
Special Building Fund	400,087.87	0.029034	0.028765	505,050.50	0.036311
Qualified Capital Purpose Undertaking Fund K - 12	505,716.16	0.036700	0.036359	505,050.50	0.036311
Qualified Capital Purpose Undertaking Fund K - 8			0.000000		0.000000
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000		0.000000

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

2017-18 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 $150 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

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