



Schuyler Community Schools
District Opening Zoom Meeting: All Staff
Tuesday, August 11, 2020 8:00 AM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Thank you to Summer Staff

1. Thank summer school staff for their work with our summer school programs.
2. Thank the staff and food service for the summer food program from March through August 14th.
3. Thank the maintenance, custodial, and office staff for their work over the summer to get the buildings ready and supplies delivered to your classrooms.
4. Thank principals and office staff for their work in updating handbooks, developing schedules, recruiting and hiring staff, and coordinating programs, supplies and materials for the 2020-21 school year.
5. Thank the Return to School Committee for their work on preparing for a safe return to school this fall.
6. Thank the board of education for their continued support, guidance, and leadership.

II. District Office Topics

7. **District Insurance Programs:** Please review your pay forms and make sure they are accurate. If you moved on the salary schedule, **you must provide transcripts by September 10th**. You must sign and submit both the **TAKE CARE** and **403B forms**.
8. **Building, equipment, and supply care:** Please leave your area at the end of the day as you found it in the morning. Teaching this to your students is important. Let's make sure we do a great job of taking care of the buildings, materials and supplies entrusted to you. Items in your classroom that cannot be sanitized on a daily basis should be removed.
9. **Purchasing:** Our requisition program is for bulk purchasing in the spring. We will provide consumable items at each building for staff. If you have items in your possession from the past, please bring them to the office in your building and they will add it to the central supply closet. For new staff, unforeseen items and time sensitive materials and supplies, you must submit a purchase order and receive approval prior to purchasing the item. Know the difference between: **WANT and NEED**.
10. **District Filemaker Programs:** Payment/Receipt Vouchers, Tech-it, APL Guide, Textbook cycle, Transportation request and purchase orders. Access all programs under guest account (view only).
11. **Inventory:** As soon as all requisitioned items are delivered, you will be able to update your inventory with your new purchases. We can move items from your requisition over with a click of the button, but items ordered from the COOP purchase system will need to be added by hand. You can begin this update after Labor Day and complete it prior to October 1st.
12. **Activity Passes:** Your employee identification badge will also serve as your activity pass to regular home activities. These passes may be used to access to the Field House outside of regular school hours. All employees may be asked to assist at up to 3 activities. If you are scheduled to work and have a conflict, you must find your own substitute and let the office personnel know of your replacement. The **adult pass is \$40** and **senior citizen pass is \$20**. **Student passes are \$10**. For students in grades 6-12 this is a required fee and must be collected or waived.

13. **Transportation: Morning and afternoon bus routes start Monday, August 17th.** Staff members who have transportation requests must complete the request on the FileMaker Transportation system. If you drive a school vehicle, you must have a transportation form on file prior to driving the vehicle. There will be gas cards in the vehicle folder along with a mileage log. Please make sure you fill the vehicle when you return.
14. **Time Clock and EMLB:** Please make sure you take care of your time clock obligations. All staff must sign (YES/NO) the emergency leave bank form **this week**. Your building administrator will have the form for support staff/administration and Nicole Taylor will have the form for certified staff.
15. **Lunch:** Students are not allowed to charge beyond \$10. Adults are not allowed to have a negative lunch balance.
16. **Keys:** Please see Ron Mundil if you do not have keys to areas you need to access. There is a \$50 charge for lost keys.
17. **District Mail:** We will provide a daily courier for inter-office mail only. All other items must be personally delivered.

III. **Facilities Update, District Goals, Standards, Strategic Planning**

Facilities Update:

We continue to make progress in the district on facilities improvement. The high school addition and remodel is on schedule with Phase I (Kitchen, Commons, Parking Lot) was released on August 1st. Phase II new Gym/Locker Rooms/Health Classroom/Wrestling Practice Room) is on schedule to be released October 1st. The east gym remodel (Theatre) is scheduled to be released by January 1st. All school buildings are on a schedule for updating and remodeling. The facilities program is on the FileMaker system. You can access the program as a guest to review the progress of maintenance items or to view the schedule for building improvements. If you have maintenance or repair needs, please contact your building administrator.

District Gold Standard:

18. If you Want it - Teach it!
19. Teaching is not telling, teaching is modeling. (Dress, language, behavior, etc...)
20. Classroom management, homework completion are teacher responsibilities.
21. You take care of your students. You get paid to teach them all.
22. Work hard. It is the only thing that guarantees any level of success.
23. The administrator's job in your building is to support you and develop the adult staff.

Strategic Planning: "Action First, Belief Second" "Faith First, Signs Second"

1. **Vision:** STRIVE - COMMIT - SUCCEED
2. **Mission:** Schuyler Community Schools, in partnership with parents, students, and community is committed to educating students to become skilled, knowledgeable and responsible citizens in a global society.

District Core Values:

Respect: *Honoring myself and what others do and believe.*

Responsibility: *Accountable for your words, for your actions, and for finishing what you start.*

Effort (*Work Ethic*): *Giving your best and making the most of every opportunity.*

SCHUYLER INSTRUCTIONAL MODEL

1. *Robert Marzano's Model for Teaching Effectiveness*
2. *APL Strategies in support of the Marzano Model*
3. *Capturing Kids Hearts is at the core of all school relationships*

District Strategic Planning Focus:

1. **Core Academic Programs:** *Provide a competitive academic program that provides quality academic opportunities to all students and promotes college and career readiness for the 21st Century job market.*
2. **Elective Academic Programs:** *Provide K-12 curriculum that supports critical thinking, creativity, 21st Century skills, foreign language, and exposure to the visual & performing arts.*
3. **Extra-Curricular Programs:** *Provide a comprehensive activities program that encourages all students to participate in school activities that focus on teamwork, physical fitness, work ethic, honesty, self-confidence, sportsmanship, and appreciation for visual and performing arts.*
4. **Technology Programs:** *Provide a state-of-the-art technology program to improve learning for students and promote an effective learning environment.*
5. **Transportation Programs:** *Provide a safe and efficient transportation system.*
6. **Buildings and Grounds Programs:** *Provide quality, safe and secure educational facilities to meet the needs of students and staff.*
7. **Support Programs:** *Provide quality, effective, and efficient student services: Food Service, Nursing, Para-Educator, and Safety/Security*
8. **School Governance and Public Relations:** *Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.*
9. **School Climate and Learning Environment:** *Create and support a safe, positive, caring learning environment focused on improvement and success.*

IV. Curriculum/Assessment/Instruction Update

24. Curriculum information reminder

2. Shared folder in Google Drive
3. Public on filemaker pro
4. If you make any adjustments, must be made in drive then let Mindy know.

3. Renaissance

10. STAR360
11. AR
12. Freckle Math

- NWEA
- Safe Schools
 - Only new staff should have courses right now.
- Contact us
 - Missing students, can't log in, something not working. Email Mindy and me to let us know.

V. Technology Update

1. Meet the IT Staff -

<https://www.schuylercommunityschools.org/o/scs/staff?filter=87170>

2. Optional Tech Programs: We still offer two optional technology insurance programs. These are optional programs for your protection. Please sign and submit the linked forms.

https://docs.google.com/forms/d/e/1FAIpQLSeP7z28E21oDw2yuJabN5fQIVcJWrtwwN2wzXn76HCyvkmy0g/viewform?usp=sf_link

3. What's New?

25. Apptegy is our new vendor for...

- a. SCS Mobile App
- b. SCS District and building websites
 - i. Click here for short video on how to navigate our new sites
- c. Mass Notification

26. Network upgrades

- a. Fiber installed at DOB
- b. Fiber installed at Richland
- c. Fiber installed at Fishers
- d. Upgraded bandwidth from 400mb to 1GB

27. Canvas & Infinite Campus Learning integration

- a. Coming later...lots of setup to do yet
- b. Assignments created in Canvas
- c. Graded assignments sync to IC gradebook
- d. Canvas, IC, and Google Drive/Classroom work together

28. Infinite Campus Work Flow

- a. Advanced Attendance & Appointments
 - i. Teacher Attendance - students are ABSENT until they scan in as PRESENT or TARDY. Scanners in each classroom can be attended or unattended for teacher flexibility.
 - ii. Will be asking for volunteers to pilot this project

VI. After School Program Update

- 1. **Introductions:** Afterschool Director, Program Coordinators, and Administrative Assistant
- 2. **ASP K-8 Program Overview:** Review program options and describe ASP clubs and how the program operates. We need good leaders for our clubs to be successful.
- 3. **Payment:** ASP grant pays \$23 an hour for certified staff & \$12.50 an hour for classified.
- 4. **Dates and Times:** Programming starts August 24th. 3:30-5:30 PM Monday-Thursday and from 1:30-5:30 PM on Fridays.

VII. List of Vendors for 2020-21 School Year

The vendors here this morning are strictly for your benefit if you are interested. Each group will be given a few minutes to pitch their programs and then they will be available today if you are interested in learning more about their services. These vendors will either be here in person or they may remote in to our meeting. Those in attendance will be available at the district office. If not here in person, they will provide contact information.

List of Vendor/Programs

1. **Legal Shield:** Ann Giebler
2. **Ameriprise:** Larry McGowan
3. **EHA:** Carol Reha/Linda Kennedy (Remote)
4. **Aflac:** Kerry Butzke (Remote)
5. **Colonial Life:** Don Mroczek
6. **403B Consultants:** Clint Weeder

7/12

403(b) ENROLLMENT FORM

Please return this form to your Human Resources office after completing.

PARTICIPANT INFORMATION

School Name: _____ Hire Date: _____
First Name: _____ MI: _____ Last Name: _____
Address: _____
City, State, Zip: _____
Cell Number: _____ Home Number: _____
Social Security #: - - Marital Status: ☐ Single ☐ Married
Email: _____ Birth Date: _____

ENROLLMENT ELECTION

- ☐ **Regular 403(b) Contributions (pre-tax):** I elect to participate in the Plan and authorize a deduction from my paycheck in the amount of \$ _____ or _____% of my salary per pay period.
- ☐ **Roth 403(b) Contributions (after tax):** I elect to participate in the Plan and authorize a deduction from my paycheck in the amount of \$ _____ or _____% of my salary per pay period.
- ☐ **I do not wish to participate at this time:** Completion of Participant Info. above is still required.

I agree that my pay will be reduced in the manner I have indicated above and that those dollars will be deferred into the 403(b) Plan. This Elective Deferral Agreement will continue to be in effect while I am employed, unless I change or terminate it. I acknowledge that I have read this entire agreement, understand it, and agree to its terms. In the event that an erroneous contribution or excess contribution is made to my account, I authorize my employer to make necessary corrections to ensure elective deferrals made to my account are in accord with the limits specified in the following sections of the Internal Revenue Code: the elective deferral limitations in Sections 402(g) and 414(v) and the annual additions limitations in Section 415(c). I have reviewed the respective website regarding the 403(b)(7) Custodial Account Agreement and I adopt the terms of the 403(b)(7) Plan and appoint MG Trust Company as custodian (does not apply if another custodian / annuity is chosen, subject to plan document and sponsor). I authorize MG Trust Company or its agent to perform those functions and appropriate administration services as specified. I understand fees will be collected by redeeming sufficient shares from my account balance or if money is common remitted to an outside vendor; fees can be collected during that process. Fees are calculated and collected quarterly in advance.

I authorize 403b Consultants LLC, ASpire and their agents to act on any instructions believed to be genuine for any service authorized on this form, including telephone/computer services. The parties will use reasonable procedures to verify the identity of the account holder and the person(s) granted trading privileges, if applicable when servicing an account by telephone. I understand that it is their policy to accept transaction instructions from and provide account information to the registered account owner(s) only, unless the account owner(s) has provided written authorization to the parties to grant trading privileges to another person. I further understand that it is my responsibility to monitor the activity in my account and not to provide account information, including my online user name and password to anyone, 403b Consultants LLC, ASpire and their agents are not liable for any losses that may occur from acting on unauthorized instructions.

Employee is responsible for providing the necessary information at the time of initial enrollment and later if there are any changes in any information necessary or advisable for Employer to administer the plan. Employee is responsible for determining that the salary reduction amount does not exceed the limits set forth in applicable law. Furthermore, Employee agrees to indemnify and hold Employer harmless against any and all actions, claims, and demands whatsoever that may arise from the purchase of annuities or custodial accounts. Employee acknowledges that Employer has made no representation to Employee regarding the advisability, appropriateness, or tax consequences with regard to his/her selection of the annuity and / or custodial account. Nothing herein shall affect the terms of employment between Employer and Employee. This agreement supersedes all prior salary reduction agreements and shall automatically terminate if Employee's employment is terminated.

Employee is responsible for naming a death beneficiary under annuity contracts or custodial accounts. Employee acknowledges that this is normally done at the time the contract or account is established and reviewed periodically.

Employee is responsible for all distributions and any other transactions with 403b Consultants LLC. All rights under contracts or accounts are enforceable solely by Employee, Employee beneficiary, or Employee's authorized representative. Employee must deal directly with 403b Consultants LLC to make loans, transfers, apply for hardship distributions, or any other transaction.

Participant Signature: _____ Date: _____



Have You Ever

- ☐ Needed your Will prepared or updated?
- ☐ Signed a contract?
- ☐ Received a moving traffic violation?

The LegalShield Membership Includes:

- **Dedicated Law Firm** Direct access, no call center
- **Legal Advice/Consultation** on unlimited personal issues
- **Letters/Calls** made on your behalf
- **Contracts/Documents Reviewed** up to 15 pages each
- **Residential Loan Document Assistance** for the purchase of your primary residence
- **Will Preparation** Will/Living Will/Health Care Power of Attorney
- **Non-criminal Moving Traffic Violation Assistance** (15 day waiting period)
- **IRS Audit Assistance** (begins with the tax return due April 15th of the year you enroll)
- **Trial Defense** (if named defendant/respondent in a covered civil action suit)
- **Uncontested Divorce, Separation, Adoption and/or Name Change Representation** (available 90 days after enrollment)
- **25% Preferred Member Discount** (bankruptcy, criminal charges, DUI, personal injury, etc.)
- **24/7 Emergency Access** for covered situations

- ☐ Worried about being a victim of identity theft?
- ☐ Been concerned about your child's identity?
- ☐ Lost your wallet?

The IDShield Membership Includes:

- **Continuous Credit Monitoring** IDShield continuously monitors your credit report. If changes occur, you'll receive an instant alert.
- **Auto-Monitoring** Provides monitoring services directly upon enrollment using member-provided Personally Identifiable Information (PII) such as name, Social Security number and date of birth.
- **Hard Credit Inquiry Alerts** Monitors your credit report for new hard inquiries. When an inquiry is made by the creditor, a notification is triggered in real-time and you will receive an alert.
- **Credit Freeze and Fraud Alert Assistance** We help in placing a credit freeze and/or fraud alert on your credit reports.
- **Unlimited Consultation** On any cyber security issue.
- **Full-Service Restoration** Our Licensed Private Investigators will work tirelessly to restore your identity to its pre-theft status.
- **IDShield Plus Mobile App** Features include identity threat and credit inquiry alerts, the ability to track and edit monitored information and direct access to IDShield Licensed Private Investigators.
- **24/7 Emergency Access** We're here in the event of an identity theft emergency.



Put your law firm and identity theft protection in the palm of your hand with the LegalShield & IDShield Plus mobile apps

Plan	Family Price (Monthly)	Individual Price (Monthly)
LegalShield	\$18.95	\$18.95
IDShield	\$18.95	\$8.95
Combined	\$33.90	\$27.90

Prepared for:

For more
information, contact
your Independent
Associate:

Associate Name: Ann Giebler

Email: agiebler@cox.net

Mobile: 402.689.8678

LegalShield legal plans cover the member; member's spouse; never married dependent children under 26 years of age living at home or full-time students; dependent children under the age 18 for whom the member is the legal guardian; or physically or mentally disabled dependent children. IDShield is a product of Pre-Paid Legal Services, Inc. d/b/a LegalShield ("LegalShield"). LegalShield provides access to identity theft protection and restoration services. For complete terms, coverage and conditions, please see www.idshield.com. All Licensed Private Investigators are licensed in the state of Oklahoma. A \$1 million insurance policy is issued through a nationally recognized carrier. LegalShield/IDShield is not an insurance carrier. Certain limitations apply. IDShield plans are available at individual or family rates. A family rate covers the member, member's spouse and up to 10 dependents up to the ages 18. It also provides consultation and restoration for dependent children age 18 to 26. This is a general overview and is for illustrative purposes only. Plans and services vary from state to state. See plan details for your state of residence for complete terms, coverage, amounts, conditions and limitations.

2 Dependent Information

attach a separate piece of paper.

If you have more than five (5) dependents, please

Name	Last	First	MI	DOB	MM	DD	YYYY
Name	Last	First	MI	DOB	MM	DD	YYYY
Name	Last	First	MI	DOB	MM	DD	YYYY
Name	Last	First	MI	DOB	MM	DD	YYYY
Name	Last	First	MI	DOB	MM	DD	YYYY

In AL, any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof. **In FL**, any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree. **In NJ**, any person who includes any false or misleading information on an application for an insurance policy is subject to criminal and civil penalties.

In OR, any person who knowingly, and with intent to injure, defraud, or deceive any insurer, files a statement of claim or an application containing any false, incomplete, or misleading information concerning a material fact may be subject to criminal or civil penalties and/or cancellation of the contract. **In TN**, it is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.

Applicant: I agree the contract sets forth the terms of my membership. Such terms include any exclusions and limitations. I agree to be bound by the contract, and its terms and conditions, which will be provided to me by LegalShield, unless I cancel the contract, which I may do at any time by calling 1-800-654-7757. LegalShield may send the contract to me at my email address unless I communicate in writing that I do not agree to delivery by electronic means. If I have not listed an email address, or if required by a particular state, the contract will be sent by mail. My membership cards will be sent by mail. I may ask for a mailed copy of the contract at any time, or if I have not received my contract in 10 days from this application, I can request a copy by calling Member Services at 1-800-654-7757. The contract, with this application, is the entire agreement between LegalShield and me with respect to the membership and there are no agreements or representations other than as set forth herein and in the membership contract.

I acknowledge that I purchased this membership plan in the city of _____ in the state of _____.
By signing this application I confirm I am legally residing in the United States and agree to the below Payroll Deduction Authorization, the membership fees selected below, and the terms of the selected membership plan.

Employer _____ Occupation _____

Signature of Applicant X

3 Payroll Deduction Authorization

Today's Date MM / DD / YYYY

Applicant's SSN _____
For Internal Use Only

Applicant's Name Last First MI

I hereby authorize (Company Name) _____

City _____ State _____ to deduct \$.

per (Circle one: week / month / other _____) from my earnings for my LegalShield, and subsidiaries membership and to remit such amount directly to LegalShield. I agree that the company will not be responsible or liable for my decision to purchase the LegalShield membership or the services provided through my membership and that company's sole responsibility is to withhold and pay my membership fee to LegalShield.

Signature of Applicant X



LegalShieldSM

15 Areas of Law

1. Consumer/Finance

Any legal matter involving a dispute with a purchase of a product or service from a company or vacating of home, consumer loans.

Common Examples:

- Insurance
- Tax
- Bankruptcy
- Billing disputes
- Credit reports and repair
- Banking
- Vehicle financing issues
- Identity theft
- Loan modification
- Product liability
- Pay day loans/title loans
- Affidavit
- Repossession

2. Estate Planning

If you were to pass away with no Will, the state would determine what to do with your assets. Not ideal. Wills are included in LegalShield plans and can be updated yearly. You can start the process from the LegalShield app!

Common Examples:

- Will
- Probate
- Power of Attorney
- Living Will
- Trust
- Special Needs Trust
- Codicils

3. Traffic

Traffic laws and regulations vary from place to place. In many countries, the rules of the road are codified, setting out the legal requirements and punishments for breaking them. In the U.S., traffic laws are regulated by the states and municipalities through their respective traffic codes.

Common Examples:

- Automobile accident
- Suspended driver's license
- Motor vehicle property damage
- Driving record
- Traffic tickets (moving/parking)
- Driver's license reinstatement
- Rights to fight a citation received
- Rights as a CDL driver
- Points violations
- Impact of points on record

4. Family Law

Family law consists of a body of laws related to domestic relations and family-related issues.

Common Examples:

- Divorce
- Child guardianship/custody/visitation
- Child support
- Guardianship/conservatorship
- Elder law
- Adoption
- Name change
- Juvenile matters
- Paternity
- Incompetency defense
- Prenuptial agreements
- Legal Separation
- Grandparents rights
- Alienation of Affection

5. Landlord/Tenant

Any legal issue involving the agreement between a landlord and tenant. This could be questions either the landlord or tenant have on their rights regarding the rental of commercial or residential properties.

*Applies to landlords under applicable business plans only.

Common Examples:

- Eviction
- Rental
- Damages or repairs to home
- Rights to belongings in rental home
- Refund of deposit
- Wrongful eviction

- Steps to eviction
- Review of lease agreement
- Collection for past due rent
- Breach of rental agreement

6. Real Estate

Any legal issue involving purchasing or selling, renting or leasing real estate or questions pertaining to land and anything permanently affixed to land, such as buildings, fences and things attached to buildings.

Common Examples:

- Foreclosures
- Real estate closing
- Construction
- Oil and gas rights
- Mineral rights
- Zoning permits
- Boundary/title disputes
- Deeds
- Home equity loan
- Mortgage document services
- Refinancing of home
- Property tax assessments
- Timeshares
- Purchase of Home
- Selling of Home
- Air rights above the land and underground rights below

7. Employment

A broad area that encompasses the employee and employer relationship.

*Available on applicable personal and business plans.

Common Examples:

- Social Security
- Worker's compensation
- Administrative law
- Veteran's affairs
- Labor law
- Military law/security clearance
- Public service
- Federal worker's compensation
- Garnishment
- Discrimination complaints



- Job applicant rights
- Employment protection
- Employment law and compliance
- OSHA

8. Civil Litigation

Any legal issue where an individual, entity, company, or corporation files a lawsuit in a court of law against another individual person, entity, company or corporation. When two or more parties become involved in a legal dispute, seeking money or another specific interpretation rather than criminal sanctions.

Common Examples:

- Small claims
- Lawsuit

9. Collection

Any legal issue involving collection of monies owed or if a collection agency is demanding payment from a member or covered business.

Common Examples:

- Debt collection letters
- Credit card collection
- Student loan collection
- Wage assignments
- Garnishment of wages
- Judgment collections
- Levies

10. General Law

Many times issues arise, and you may not be sure of the specific legal area. Consultation with your lawyer is always best to understand your rights and obligations.

Common Examples:

- Education
- Legal malpractice
- Jury Duty
- Discrimination

11. Business

A business is an activity or enterprise, regardless of formal organization entered into for a profit. Business licenses are required for virtually all businesses. Many businesses are required to have state as well as city or county licenses, and federal licenses may even be required for some businesses.

Common Examples:

- Business license, fees, etc.
- Corporate matters
- Trademarks
- Copyright
- Entertainment law
- Patents
- Franchise law
- Conflicts
- State and federal requirements
- State and federal differences

12. Criminal

Any legal issue involving a charge filed against an individual who has allegedly committed a criminal offense. As defined by laws, statutes and rules that define acts and conduct that are prohibited by the government because they threaten and harm public safety and welfare and establish punishments for each type of crime. Crimes are usually categorized as felonies or misdemeanors based on their nature and the maximum punishment that can be imposed.

Common Examples:

- Firearm issues
- Domestic violence
- DUI
- Expungement of criminal records
- Drug possession

13. Contract

Any legal issue involving a contract review, creating a new contract or revision of a contract. A contract is any oral or written agreement associated with the exchange of goods and services, money and properties.

Common Examples:

- Promissory notes
- Employment contracts
- Lease agreements
- Intellectual property agreements
- Mineral rights owner agreements
- Custody agreements

14. Personal Injury

Personal injury is the result of the actions or negligence of another person or company. (*Applicable only to injuries not related to employment.) Personal injury covers situations in which a person's body, mind, or emotions are injured, usually due to someone else's negligence or carelessness. Another term for personal injury law is tort law.

Common Examples:

- Medical malpractice
- Wrongful death
- Automobile, bike and pedestrian collisions
- Trucking, boat and airplane accidents
- Construction accidents
- OSHA violations
- Premises liability
- Product liability
- Nursing home liability

15. Immigration

Any legal issue involving the movement into a foreign country for the purpose of permanent residency. Federal immigration law determines whether a person is an alien, and associated legal rights, duties, and obligations of aliens in the United States. It also provides means by which certain aliens can become naturalized citizens with full rights of citizenship. Immigration law determines who may enter, how long they may stay and when they must leave.

Common Examples:

- Green Card Permanent residency Visa
- Citizenship and naturalization



Do you have questions about the Schuyler Community Schools 403(b) program?

I can also answer your questions about the options you have for your 403(b) retirement plan — to help you make the most of your financial future.

If you'd like to review your retirement goals and discuss all your investment needs, please contact me for more information.



Larry McGowan, AWMA®, APMA®

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114057 D (8/19)

To All Educators and Staff:

LegalShield and **IDShield** are two of your optional **NOW Benefits** that we are offering you and your family to sign up for with an Effective date of Sept. 1, 2020 through payroll.

Both of these plans cover you, your spouse or significant other and kids up to the age of 26 as long as they are dependent, living at home, never married or going to school full time.

I have attached the Overview Sheet, a Proposal of both benefits for your viewing, Top 15 Areas of Law and the Employee Application. Please give your completed application to Theresa by August 17th at the latest. If you are already enrolled in a previous year, you don't have to do anything as your membership will automatically continue.

LegalShield provides you with unlimited access to a dedicated law-firm in Lincoln, NE; Morrow, Poppe, Watermeir, Lonowski, without getting a bill in the mail. They provide everything from legal advice and consultation to helping you get your Estate Planning done, they also work to helping you keep traffic tickets off of your record (especially important for those of you who drive a bus). Our Members have shared that they have been using their legal plan during Covid-19 for refunds on sports, weddings, airline tickets, college tuition, for contracts & leases, purchasing a home, selling vehicles, elderly law, landlord issues, delaying payments, questions on their spouse's unemployment checks, stimulus checks, child care etc. **See Top 15 Areas of Law** in packet of all the ways you can use this plan; part of your Membership!

IDShield is one of the most comprehensive monitoring and restoration available in the country and has received National Recognition as being the Best Identity Theft service on the Market to date for two consecutive years! With over 20 layers of comprehensive monitoring, it monitors your identity being sold on the deep and dark web. It also monitors you and your kid's social media for reputation risk and inappropriate posts that your kids post or you are tagged in.

We continue to be the only identity theft service with license investigators that do the bulk of the work in bringing you back to pre-theft status as if it never happened.

A teacher up in Wasua, NE was hit with tax-identity theft last year and her Private Investigator took the load off her shoulders, brought her back to pre-theft status and then got her refund money back directly to her. She didn't have to take off work, use her sick days or vacation to handle it.

For those who already have it, please delete your mobile app off your phone and go download the New IDShield App in the App Store as they have added more new features to your plan without the added cost. Please make sure you have plugged in your personal information on the Monitor Tab of your IDShield so that you are getting the alerts!

We are seeing an upswing with unemployment identity theft, employment identity theft, medical identity theft, consolidation loans and phishing scams. During Covid-19, the thieves are having a hay day with your personal information as we are online more which we are exposing more of our personal information, purchasing more online- exposing our financial information and our kids are clicking on links when working online that they shouldn't. The thieves also know that your firewall protection on your home computer is not that secured. Please get protected so that you are in the know of who is using your information!

If you should have any questions, please feel free to contact me.

All my best this up and coming school year!

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