Schuyler Community Schools
SAA Weekly Meeting
Tuesday, January 15, 2019 9:00 AM
Schuyler Administration Meeting @ SMS SPED Office
120 W. 20th St.
Schuyler, NE 68661-2400

I. Discussion Items

1. **Book Review:** "The Advantage" Pages 1-14: Dr. Gibbons

2. **Bond Election Update:** See committee structure and work schedule.

3. **Early Retirement Eligibility:** We updated the list of teachers meeting the minimum age of 55. In order to be eligible for state retirement, they must also meet the Rule of 85. In order to be eligible for an early retirement district incentive, they must also have a Masters Degree or equivalent and 10 years of service. If you have teachers who are 55 or older, and don't meet all of the qualifications of the early retirement policy, the board has considered partial incentives if the number of qualified candidates do not access the program.

4. **Gallup Clifton Strengths:** Please make sure all of your building NEW staff completes the survey.

5. **Professional Development Workshop:** Dr. Gibbons will distribute the schedule for January 21st.

6. **OCR Review:** 2017-18 Civil Rights Data Collection (CRDC), the Advance Website (AWS) is still NOT OPEN! Kim said the site has not opened yet and will contact you when it opens if she needs information from you.

7. **2019-20 Calendar Discussion:** Dr. Gibbons will have a draft calendar for the 2019-20 school year with the corresponding dates for 2018-19. I will meet with the SEA on January 21st.

8. **2018-19 Teacher/Program Needs:** Staffing needs for 2019-20 will need to be completed and submitted to me by February 1st. Please focus on your teacher needs at this time. We will address support staff needs by March 1st.

9. **Support Staff Monthly Meetings:** January meetings will be on January 21st at 10:00 AM.

10. **Principals/Director Salary Considerations:** The board of education will be acting on administrators 2019-20 salaries in January and will take formal action on your contracts in February. I will complete the array comparability study over the next two weeks. Please complete your review of array salaries and submit your review to me as soon as possible.

Schuyler Community Schools | 2019-2020 Pending CALENDAR

7 All Cert. Staff - PD
8 All Cert. Staff – PD
K-12 Open House
(1pm to 8pm)
9 All Dist. Staff – PD
12 K-12 Students first day
Full Day

15 Student Days
18.5 Teacher Days

AUGUST 2019

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

2 Labor Day

20 Student Days
20 Teacher Days

SEPTEMBER 2019

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					

11 End of 1st Quarter – 1:30 Dismissal
16 SCHS student Tech Fair – Regular Day K-8
17 Parent/Teacher Conf.
18 – Fall Break No School

21 Student Days
22.5 Teacher Days

OCTOBER 2019

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		

27 PD - Half Day for staff
No students
28 No School –
Thanksgiving Day
29 No School

19 Student Days
19.5 Teacher Days

NOVEMBER 2018

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

20 End of 2nd Quarter – 1:30 dismissal
23 – Jan 4 No School

15 student days
15 Teacher days

DECEMBER 2019

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 2020

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

19 Student Days
20 Teacher Days

FEBRUARY 2020

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

14 Winter Break – No school for students and staff

19 Student Days
19 Teacher Days

MARCH 2020

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

11-13 No School – Break

18 Student Days
19.5 Teacher Days

APRIL 2020

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		

10 No School - Easter
13 No School - Easter
16 FA Invite – K-8 regular day, no school SCHS

19 Student Days
20 Teacher Days

MAY 2020

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						

8 Last Day for Seniors
15 End of 4th Quarter
Last Day with Students
1:30 dismissal
17 Graduation
18 Last Day for Staff

13 Student Days
14 Teacher Days

October Parent Teacher Conferences
Oct. 17 – PK-12: 8am to 4pm/5pm to 9pm

March Parent Teacher Conferences
March 10 – PK-12: 8am to 4pm/5pm to 9pm

◇ - 1:30pm Dismissal

Student Days	176
Teacher Work Days	9
Total Contract Days	185

Revised 2/8/2018

Quarter 1 – 44 days
Quarter 2 – 45 days
Quarter 3 – 43 days
Quarter 4 – 44 days
176 Student Days

Calendar Template by calendarlabs.com

SCHUYLER COMMIUNITY SCHOOLS BOND REFERENDUM COMMITTEES

Foundation Members	STEERING COMMITTEE	Community Volunteers
Sheri Balak	1. Meeting schedule: Mondays at 12:00 PM	
Joyce Baumert	2. Identify spokesperson(s) for campaign	
Sandy Seckman	3. Laison w/ media contacts	
Virginia Semerad	4. Maintain master schedule of meetings and activities	
Brian Vavricek	5. Provide support/funding and pay bills	
Victor Lopez	6. Develop strategies to engage various groups	
Lumir Jedlicka	7. Assist coordinators to meet needs as they arise	
Dan Hoesing	8. Help promote district/community meetings	
	9. Plan campaign" Victory Party"	

PUBLIC RELATIONS COMMITTEE	TEAM MEMBERS	TEAM MEMBERS	GET OUT THE VOTE COMMITTEE
1. Develop meeting schedule and timeline	Stephen and Laura Grammer	Jim and Jane Kasik	1. Develop meeting schedule and timeline
2. Develop campaign name and logo	Joey and Becky Lefdal	Joey and Becky Lefdal	2. Secure voter registration list
3. Design graphic materials			3. Develop contact database of supporters: "FOR" list
4. Develop Brochure with Bond Information			4. Organize phone bank
5. Develop and maintain campaign website			5. Deliver yard signs and direct mail pieces
6. Develop talking points and message			6. Canvas neighborhoods and door to door contacts
7. Recruit speakers and speaking opportunities			7. Recruit and maintain list of volunteers
8. Produce Yard Signs and direct mail pieces			8. Match volunteers with tasks
9. Prepare endorsement ads			9. Develop and maintain social media
10. Recruit and maintain list of volunteers			10. Organize and send e-blast messages
11. Match volunteers with tasks			

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2018/2019 Early Retirements						
	MEETS ALL POLICY REQUIRMENTS					
years eligible as of 18/19	**Employee Name**	**DATE OF HIRE**	**BIRTHDATE**	**DEGREE**	**Age 9/1/18**	**Yrs. Of Service AT END OF 2018/2019**
4th	Amy J Johnson	8/20/1985	1/23/1959	MA+27	59	33
3rd	Richard L Carter	8/10/2006	11/27/1958	BA+45	59	13
2nd	Lyndon Beebe	8/1/1984	3/28/1962	MA+27	56	35
1st	Tracy Kracl	8/1/1985	3/23/1963	MA+	55	34
1st	Kelley A Kort	8/11/2008	6/4/1963	MA+9	55	11
	NOT ELIGIBLE: MEETS AGE REQUIREMENTS AND YEARS OF SERVICE BUT NOT DEGREE					
	Deborah L Schueth	8/15/2005	8/23/1959	BA+9	59	14
	Patricia E. Knutson	8/20/1990	3/11/1960	BA+36	58	29
	Brenda E Klein	8/26/1994	5/4/1959	BA+36	59	25
	Barbara L McGowan	8/24/1984	3/7/1957	BA+36	61	35
	Randy Martin	8/25/1978	7/6/1955	BA+36	63	41
	Janice L Kracl	8/21/1976	12/30/1953	BA+27	62	43
	Cynthia M Vacha	8/14/2006	3/5/1959	BA+18	59	13
	Jolene Scheffler	8/1/2007	8/29/1962	BA+27	56	12
	Lori A. Benesch	8/14/1995	4/23/1963	BA+27	55	23
	NOT ELIGIBLE: MEETS AGE AND DEGREE REQUIREMENTS BUT LESS THAN 10 YEARS SERVICE					
	Barbara J Saathoff	8/8/2013	12/23/1953	MA+27	64	6
	Lynn M Rambour	8/8/2014	9/12/1960	BA + 45	58	5
	Dana Schultz	7/9/2012	9/6/1962	MA+	55	7
	NOT ELIGIBLE: MEETS AGE REQUIREMENTS - BUT NOT YEARS SERVICE NOR DEGREE					
	Marilyn Houdek	8/8/2016	9/27/1958	BA+27	59	3
	Scott Peterson	8/7/2017	9/26/1958	BA-18	59	2
	NOT ELIGIBLE: MEETS SERVICE AND DEGREE BUT BEYOND 4 YEAR ACCEPTANCE STIPULATION					
	Patricia A Cuda	8/1/2001	10/8/1956	BA+45	62	17
	Kay A. Johnson	8/1/1999	3/7/1952	MA	66	20
	Lynn J Sweeney	8/19/1994	3/1/1948	MA	70	25

The new and renovated facilities would address the following program needs:

Restrooms: Handicap accessible (new and remodeled restrooms)

1. We currently have no restrooms in the high school that meet ADA requirements
2. If we renovate current restrooms by the high school gym or auditorium to meet ADA, we would not have sufficient facilities to meet capacity of either area.

Parking: Increased security and parking for school and community events

1. ADA parking around the building on the west side is not adequate
2. Bus loading and unloading zone before, after, and during school and activities creates safety problems on the street in front of the west gym.
3. Service entrance on the street on the west side of the high school also creates safety problems when food service and maintenance, trash, etc… before, during and after school hours.

Food Service: Kitchen, serving area, lunch room, commons area for meetings and events

1. Serving area for students is limited requiring longer service times, extended lunch schedules, and limited access for students.
2. Current food service area is too narrow for ADA compliance.
3. Students are served behind the service counter in order to accommodate the number of students in each lunch shift.
4. Reduce from four lunch periods to two. Improve academic schedule to accommodate class schedule.
5. Increase seating to a accommodate students in each lunch period.
6. Increase meal options and service lines for breakfast and lunch programs.

Concessions: Concessions for school and community events

1. One central concession area with tables to accommodate storage and vending during activities.
2. Organization with concessions storage and access to the football field/track venue.
3. Larger concessions area to accommodate special events, soup suppers, etc…

Event Center: Renovation of the east gym and stage to accommodate handicap accessibility for performing arts, dance, music, drama, meetings community events, etc…

1. ADA accessible stage
2. Improved seating for school activities and community events
3. Improved acoustics and sound for speech, music, drama, etc…
4. Improved lighting, heating, cooling, and ventilation

Gymnasium: to accommodate varsity wrestling, basketball, volleyball, large school and community gatherings, graduation, etc…

1. Both gymnasiums in the same area to accommodate multiple sporting events with completion in both gyms.
2. Security of the building to lock off the classroom areas during athletic events and/or events in the east gym.
3. New gymnasium with increased seating would allow us to host conference and district contests.
4. Gymnasium available all-day for health and physical education classes.

Locker Rooms: Additional locker room space (two additional locker rooms, training room)

1. Two additional locker rooms to accommodate our student athletes.
2. Locker rooms for both home and visiting teams.
3. Training room for care and prevention of athletic injuries.
4. Dressing room for adults/officials.

Wrestling: Practice room on mezzanine level to accommodate wrestling practice for youth, middle, and high school athletes.

1. Wrestling room and locker rooms in the main building with access to the gyms
2. Storage rooms to accommodate athletic equipment storage and wrestling mats.
3. Wrestling practice room available for warm-up during tournaments and multi-team duals.
4. Wrestling room available to students outside of the wrestling season.



The Advantage



"Why Organizational Health Trumps Everything Else in Business"

Written by: Patrick Lencioni

Date:	Pages:	Presenter:
January 15th	1-14	Dr. Dave
January 22nd	15-26	Heather
January 29th	27-47	Jim
February 5th	48-64	Stephen
February 12th	65-81	Michelle
February 19th	82-104	Darli
February 26th	105-118	Jesse
March 5th	119-131	Darin
March 12th	132-152	Bill
March 19th	153-172	Dr. Joey
March 26th	173-193	Dr. Dan



1. **Facility Improvement**
    a. High School Cafeteria and Kitchen
    b. Pave gravel roads and parking lots at SES
    c. Restricted entry at the SCHS
    d. High School Restrooms
    e. High school gym and locker rooms
    f. SMS Utilities (HVAC and water fountains)
    g. Improve intercom system
    h. Lighting outside of field house
    i. SMS Office line of site to front doors
    j. Increase the number of classrooms at SCHS
    k. Theater at the high school
2. **Student Discipline/Student Management**
    a. Consequences need to be happening at all levels
    b. Adopt a discipline policy
    c. Be consistent with throughout all buildings
    d. Common phone policy, no cell phones in class
    e. Teach respect
    f. Have a consistent K-12 behavior/social skills program
3. **Administration, teacher, support staff relationships**
    a. Administration available (before, during, and after school)
    b. Improve staff morale
    c. Leadership that will listen to staff and explore all options
    d. Placing staff in positions where they can be most successful and benefit students
    e. Value staff and their expertise in their area of study
    f. Improve relationships between administration and certified staff
    g. Casual days allowing staff to improve morale and school spirit
4. **Recruit, develop, and retain teachers**
    a. New teacher induction program
    b. Teachers more involved in hiring
    c. Create an orientation manual for new teachers (contacts, resources, etc…)
5. **Student attendance, tardies, etc.**
    a. Consistent attendance and tardy policy
    b. District-wide plan to accommodate long term absentees
    c. Follow-up on excessive absentees
6. **Academic improvement**
    a. Intervention time on Fridays should be respected
    b. Provide alternative education for students who need an alternative setting
    c. Hold students accountable for grades
    d. ELL resources and support teachers
    e. Re-evaluate the K-2 ELL program
    f. Incorporate an advanced program for advanced students in intervention time
    g. SES – eliminate double classes for specials
7. **Improve Communication**
    a. We all need to be on the same page
    b. Improve communication between all employees
    c. Consistent communication among parents, administration, staff, and students
8. **Parent and Community Involvement**
    a. Need to help parents value education as a priority
    b. Community has to be encouraged to be part of the school system