



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

Posting Locations:

Schuyler Sun
District Office Building Front Door
Schuyler Post Office
Colfax County Courthouse

Posted Date: 11-5-2020

I. Discussion Items

1. **Finance/Budget Report:** See attached budget and finance reports.
2. **Fall PD Week:** Thank you to teachers for your work at P-T Conferences and the fall PD Week. Special thank you to those teachers who conducted workshops.
3. **2020-21 Incentive Plan:** See attached Incentive Plan.
4. **Strategic Plan Update:** We will be submitting our final 2020 Strategic Plan Report to the board of education on December 14th. The Thoughtexchanges for the 2021 Strategic Plan are open to all staff at this time. Please take time to weigh-in on these conversations. You can participate by rating other's thoughts or adding your ideas in the areas of most interest to you.
5. **Health Screens:** Make sure you sign up for the Wellness Screening on January^{18th}. If you need help please check in the office or with a wellness team member
6. **Health Insurance:** We will be offering an open enrollment period for changing insurance programs beginning in January 2021. This dual option allows employees to elect to participate in a high deductible (\$3,600) 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 4th.
7. **2021-22 School Calendar:** We will be taking recommendations on the 2021-22 school calendar. This calendar is generally approved in March for the next school year. Attached below is a draft of next year's calendar with corresponding dates to 2020-21.

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

President

Chief Negotiator

Board of Education

President

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</

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

Position Start and Maximum Wages and Benefits

	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 Deductible)	
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	

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

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				

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

- 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		

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

- 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						

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

- 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				

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

- 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	

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