Schuyler Community Schools
Board of Education Regular Meeting
Monday, January 9, 2023 6:30 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:1/5/2023
Attendance Taken at 6:30 PM.

Richard Brabec:	Present
Amanda Jedlicka:	Present
Chuck Misek:	Present
Dr Renee Sayer:	Present
Virginia Semerad:	Present
Brian Vavricek:	Present

Present: 6.

I. Call Meeting to Order
STRIVE - COMMIT - SUCCEED - District Mission Statement

Schuyler Community Schools in partnership with parents, students, and the community is committed to educate students to become skilled, knowledgeable and responsible citizens in a global society - District Vision Statement

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public. Notice of this meeting was also given in advance to all members of the Board of Education

I.A. Pledge of Allegiance

I.B. Declaration of Open Meeting
This meeting has been preceded by advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the front of the meeting room.
Nebraska Open Meetings Act: http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct_current.pdf

II. Recognition of New and Re-elected Board Members - Oath of Office

1. **Congratulations** to Virginia Semerad on her election to the board of education

and to Amanda Jedlicka on her appointment to the board.

2. **Congratulations** to Rich Brabec and Brian Vavricek on their re-election to the board of education.

3. **Rich, Brian, Virginia and Amanda:** Read and sign the oath of office.

III. Election of 2023 Board Offices

2022 Board Offices

President: Rich Brabec	Vice President - Brian Vavricek
Secretary - Alejandrina Lanuza	Treasurer - Chuck Misek
NASB Delegate - Renee Sayer	Recording Secretary - Shelley Friesz

2023 Board Offices

President -	Vice President -
Secretary -	Treasurer -
NASB Delegate -	Recording Secretary -

III.A. Board President

Board Policy 203.01: The superintendent shall assume chairmanship of the meeting for the purpose of electing a board president. Ballots for officers may be cast in secret but the total vote for each candidate shall be recorded by the secretary.

Process for Office Nominations:

1. Board member makes a nomination for the position (no second needed)
2. If more than one member is nominated for an office, written votes should be used and passed to the recording secretary for count.
3. If only one nomination is made, any member of the board may make a motion for nominations to cease and cast a unanimous ballot for the nominee. Motion must have a second, followed by a voice roll call vote.

Motion to elect President for the Board of Education: Misek nominated Brabec, Vavricek made a motion to cease and cast a unanimous ballot for the nominee. Motion was seconded by Semerad. Brabec is the Board President. Motion passed 5-0-1

III.B. Vice President

Process for Office Nominations:

1. Board member makes a nomination for the position (no second needed)
2. If more than one member is nominated for an office, written votes should be used and passed to the recording secretary for count.
3. **Recommended Motion**: If only one nomination is made, any member of the board may make a motion for nominations to cease and cast a unanimous ballot for the nominee. Motion must have a second, followed by a voice roll call vote.

4. **Recommended Motion:** If more than one nomination, any board member may make a motion to call for the ballot vote. Motion must have a second, followed by a voice roll call vote.

Motion to elect Vice President to the Board of Education: Sayer nominated Vavricek, Brabec made a motion to cease and cast a unanimous ballot for the nominee. Motion was seconded by Sayer. Vavricek is the Vice President Motion passed 6-0

III.C. Secretary

Process for Office Nominations:

1. Board member makes a nomination for the position (no second needed)
2. If more than one member is nominated for an office, written votes should be used and passed to the recording secretary for count.
3. **Recommended Motion**: If only one nomination is made, any member of the board may make a motion for nominations to cease and cast a unanimous ballot for the nominee. Motion must have a second, followed by a voice roll call vote.
4. **Recommended Motion:** If more than one nomination, any board member may make a motion to call for the ballot vote. Motion must have a second, followed by a voice roll call vote.

Motion to elect Secretary of the Board of Education: Vavricek nominated Semerad, Vavricek made a motion to cease and cast a unanimous ballot for the nominee. Motion was seconded by Jedlicka. Semerad is the Board Secretary. Motion passed 6-0

III.D. Treasurer

Process for Office Nominations:

1. Board member makes a nomination for the position (no second needed)
2. If more than one member is nominated for an office, written votes should be used and passed to the recording secretary for count.
3. **Recommended Motion**: If only one nomination is made, any member of the board may make a motion for nominations to cease and cast a unanimous ballot for the nominee. Motion must have a second, followed by a voice roll call vote.
4. **Recommended Motion:** If more than one nomination, any board member may make a motion to call for the ballot vote. Motion must have a second, followed by a voice roll call vote.

Motion to elect Treasurer to the Board of Education: Vavricek nominated Jedlicka and Semerad nominated Misek. The ballot voted 19 times: four votes Misek and two votes Jedlicka. Misek is the Board Treasurer.

III.E. NASB Delegate

Process for Office Nominations:

1. Board member makes a nomination for the position (no second needed)

2. If more than one member is nominated for an office, written votes should be used and passed to the recording secretary for count.
3. **Recommended Motion**: If only one nomination is made, any member of the board may make a motion for nominations to cease and cast a unanimous ballot for the nominee. Motion must have a second, followed by a voice roll call vote.
4. **Recommended Motion:** If more than one nomination, any board member may make a motion to call for the ballot vote. Motion must have a second, followed by a voice roll call vote.

Motion to elect NASB Delegate for the Board of Education: Brabec nominated Sayer, Vavricek made a motion to cease and cast a unanimous ballot for the nominee. Motion was seconded by Brabec. Sayer is the NASB Delegate. Motion passed 5-0-1

III.F. Recording Secretary

This can be an appointed position by the newly elected board president. In the past you have appointed Shelley Friesz for this position.

Motion to elect Board of Education Recording Secretary: Friesz was nominated by Brabec and seconded by Misek. Motion passed 6-0.

III.G. Board of Education Committee Assignments

Committees will be appointed by the president of the board. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is considered to be advisory only. The following committees are appointed at the annual board organizational meeting for one year.

Americanism, Curriculum, Assessment and Instruction: Responsible for reviewing curriculum recommendations, textbook selection, staff requisitions and inventory. This is the only committee required by law (79-724) **3 members required**. **(2022 - Alejandrina Lanuza, Renee Sayer, Guadalupe Marino)**

Board Policy/Handbooks/Support Programs: Responsible for annual review of board policies, handbooks, and safety/crisis plan. **2-3 members recommended.** Following the Americanism Committee Meeting. **(2022 - Rich Brabec, Renee Sayer, Guadalupe Marino)**

Public Relations/Strategic Planning/Calendar: Responsible for recommending the annual district calendar, strategic planning process, and promoting positive public relations and communication. **2-3 members recommended.** Following the Policy Committee Meeting**. (2021**

- Alejandrina Lanuza, Chuck Misek, Renee Sayer)

Building/Grounds/Transportation: Responsible for recommending approval of the building and grounds and transportation programs, vehicle replacement schedule, building maintenance and upgrade schedule) **3 members recommended. (2022 - Chuck Misek, Brian Vavricek, Rich Brabec)**

Budget/Finance/Negotiations: Responsible for budget, finance, contract negotiations with administration, certificated staff negotiations and support staff contracts. **3 members recommended.** Following the Bldg/Grnds/Transportation meeting or following the board meeting. **(2021 - Chuck Misek, Rich Brabec, Brian Vavricek)**

Foundation Committee: Responsible for working with the Schuyler Community Schools Foundation. **2 Members Required in Bylaws.** The foundation meets the first Monday of the month at 12:00 PM. **(2022 - Brian Vavricek and Alejandrina Lanuza)**

* Special temporary committees of the Board, except as specified by statute, may be appointed by the president or chosen by a vote of the Board as needed. The function of all such committees shall be fact-finding, deliberative and advisory, but never legislative or administrative. When the specified purpose of all sub-committees are appointed to conform to statute. The superintendent shall be an ex-officio member of all such committees**.**

III.H. Review Conflict of Interest, Committee Assignments, and Self-Evaluation Documents

1. **All School Board Members:** Complete and sign the conflict of interest document.

2. **Board Committees/Self-Evaluation:** Attached below is the board committee interest form and self-evaluation for all board members to review. This is not a required evaluation, just an opportunity for you to check yourself.

IV. Approval of Consent Agenda
Discuss, Consider and Take Action on the consent agenda
Motion to approve the consent agenda Passed with a motion by Brian Vavricek and a second by Virginia Semerad.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

IV.A. Agenda

IV.B. Minutes

IV.C. Acceptance of Claims

IV.C.1. Bills of $5,000 or more

IV.D. Financial

IV.E. Other Listed Reports

V. Public Forum - We ask that all presentation be limited in their length.

V.A. Recognition of visitors and guests

V.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)

V.C. Student Representative's Report - Litzy Rameriz

See attached report.

VI. Action Items

VI.A. Board Policy, Handbooks, and Support Programs

This committee is responsible for annual review of board policies, handbooks, and crisis/safety plans. This committee is also responsible for the support and development of support programs(nursing, food service) in the district.

VI.A.1. Consider, discuss, and take action to reaffirm existing policies, regulations, and handbooks for the governance of the district.

The board of education upon reorganization of the board is also to reaffirm all policies, regulations and handbooks for the governance of the district. It is general practice, unless mandated by law, to review policies, regulations, and handbooks prior to the beginning of the new school year.

Board policies are hosted electronically by the Nebraska Association of School Boards. Policy changes are provided through two law firms **(Perry, Guthery, Haase, and Gessford, P.C., L.L.O and KSB School Law**, **PC, L.L.O**). These two law firms are hired by the Educational Service Units to provide policy updates in compliance with State and Federal Legislation. The NASB codifies these policy recommendations and uploads them in their system.

Policy Manual Updates

The 2022-23 policy manual was updated last summer. Jim Luebbe, Policy Director from NASB, worked with the policy committee to update the manual and bring handbooks into compliance with our current manual.

Motion to reaffirm existing policies, regulations and handbooks for the governance of the district. Passed with a motion by Virginia Semerad and a second by Brian Vavricek.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

VI.A.2. Consider, discuss, and take action to approve updates to the 2022-23 Return-to-Learn Plan.

Our head nurse, Tori Oehlrich, has been working with East Central Health Professionals to update our COVID-19 Return-to-Learn Plan.

In addition to the plan is a set of updated COVID-19 Response Protocols. These protocols are an addendum to the plan and are to be used to guide possible actions according to established operational zones.

The plan is not policy and only needs one vote for approval. See attached updated plan for the second semester.
Motion to approve updates to the 2022-23 Return-to-Learn Plan. Passed with a motion by Brian Vavricek and a second by Amanda Jedlicka.
Dr Renee Sayer: Nay, Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 1

VI.B. Budget, finance, negotiations, and personnel

This committee is responsible for budget, finance, and contract negotiations with administration, certificated staff, and support staff.

VI.B.1. Discuss, consider and take all necessary action with regard to possible approval of a contract for a telephone system replacement and installation project.

The School District's current telephone system is outdated and obsolete. Replacement phones and parts can no longer be obtained. The School District applied for and was awarded funds under the Elementary and Secondary School Emergency Relief Act to procure a new district-wide telephone system to replace the existing district telephone system. The School District develop and issued an invitation for bids on September 14, 2022, which sought bids from qualified telephone venders to provide the equipment and installation of anew telephone system. Bids were received on October 21 from the following five (5) telephone system vendors:

- Allo Communications
- Kidwell
- Americom Communications
- GoTo Communications
- Applied Connective

Upon receipt of bids, School District administration thoroughly reviewed the bids and vetted and interviewed the vendors. The bids from two bidders, Allo and Applied, were deemed insufficient, as the bids did not include pricing for all necessary components of the new telephone system. Of the three other bidders, the bid from Americom provided the

lowest equipment and monthly recurring costs, and was deemed the best system for the School District.

School District administration recommends awarding a contract to Americom Communications as the lowest responsible and best bidder for this project. The contract amount would be $149,151, to be initially paid with School District funds. The School District would seek reimbursement of this amount through ESSER.

Motion that the Board of Education should, and does hereby (1) approve Americom Communications as the lowest responsible bidder for the telephone system replacement and installation project, (2) authorize and approve the agreement with Americom Communications in the amount of $149,151.00, in the form on file with official School District records and as presented at this meeting, or with such changes as are approved by the Superintendent of Schools, for the purpose of purchasing, replacing and installing a new telephone system throughout the school district, and (3) authorize, approve, and direct the President of the Board of Education, Superintendent of Schools, or a designee for the School District, to sign, execute, and deliver such agreement, and any documents or agreements called for in such agreement, for and on behalf of the School District, to sign and approve any amendments, modifications, and change orders, to pay the agreement amount and other transaction costs, change orders, and expenses related to the project, and to take or cause to be taken all other action necessary or appropriate to complete any requirements or obligations under the agreement. Passed with a motion by Richard Brabec and a second by Dr Renee Sayer.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

VI.B.2. Motion to accept Staff Resignations

1. Aylin Adame: Afterschool Coordinator
2. Dan Hoesing: Superintendent
3. Michael Madej: SMS Science/Math Teacher
4. Belinda Wortman: SES 2nd Grade Teacher

Motion to accept staff resignations and release Michael Madej and Belinda Wortman from their 2022-23 contracts. Passed with a motion by Richard Brabec and a second by Brian Vavricek.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

VI.B.3. Motion to approve new hire recommendations.

1. Misty Storms: SMS Para Educator
2. Jenna Banahan: SMS Part-Time Nurse (4 Days)

Motion to approve new hire recommendations. Passed with a motion by Virginia Semerad and a second by Chuck Misek.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

VI.B.4. Consider, discuss and take action to select a vendor to provide services for a Superintendent Search.

The board of education will hold a special meeting on Monday, January 16th at 6:30 PM with the selected vendor. See attached vendor information.

Move to accept proposal of NASB to provide services for Superintendent search. Passed with a motion by Richard Brabec and a second by Dr Renee Sayer.
Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

VII. Discussion Items and Reports

VII.A. Review progress on the 2022 Strategic Plan and Draft Plan for 2023.

The 2022 Strategic Plan has been updated and is attached for your review. Please take time to review the progress and action plans completed by staff, teachers and administrators.

A draft plan for the 2023 Strategic Plan is attached below. This will be updated after the Workshops on January 16-18 and a final document will be presented for approval in February.

VII.B. Principals Reports

Preschool and SES 3-5 Principal's Report: Mr. Comley
Program/Staff Member Spotlight: This month I would like to highlight Mark Wemhoff. I have been supervising girls wrestling meets lately, and honestly, over the last 2 years, I have seen a coach that cares deeply about his program and works with individuals during these events. At the last wrestling meet I watched Mr. Wemhoff, actually had an assistant coach get on the mat and show a young lady what to do while the girl was wrestling! That is good coaching and dedication. I have been impressed with Mr. Wemhoff and what he has done for Schuyler! Thank you Mr. Wemhoff

SES K-2 Principal's Report: Mrs. Keairnes
Program/Staff Member Spotlight: I would like to highlight Vanessa Stanek! She is the technology coordinator at the Elementary School and she consistently goes above and beyond whatever tasks are thrown at her each day. She is very prompt to support staff with any technical needs throughout the day and has done a great job of updating our building website to keep the community informed about things happening in our building. She also fills in for nursing positions when needed. Vanessa maintains great relationships with all individuals in our building and is highly respected.

Dual Language, Fisher's, & Richland Principal's Report: Ms. Bebout
Program/Staff Member Spotlight: I would like to highlight Tasha Eldridge. Tasha was born and raised in Denison, Iowa. She has also lived in Sioux City, Red Oak, and Sidney, Iowa, and Douglas, Wyoming. She currently resides just outside of David City. She has worked for the school district since 2019. She has also worked in Sidney/Farragut, Iowa and Gillette, Wyoming. Tasha is married to Michael and has three children; Nathaniel-12, Jacob-10, and Olivia-7. Tasha has a Bachelor of Music Degree (emphasis in Piano) and a Masters in Education.
Tasha resigned at the end of last year to pursue her baking business and have more time with her family. This year she did a long-term sub position to help alleviate our music teacher's schedule as we were unable to fill her position. She put on an amazing Veterans Day Program and Christmas Musical. She has such a great relationship with the students and we enjoyed having her back in our buildings this fall!

Middle School Assistant Principal's Report: Mr. Banahan
Spotlight Program: This month I would like to spotlight the work of our ELL department specifically Mr. Rod Ruybalid and Mrs. Angie Wemhoff. These two teachers work with a wide range of students who know little to no English when they start school here at SMS. They do a great job working with these students to get them to improve their English speaking, listening, writing, and reading skills which will help them learn in the classroom. These two teachers do a great job working with our students, even though at times it can seem like they are underappreciated or forgotten in the large picture of the school. We do appreciate the hard work they put into helping our students achieve success where they are and the continuous pushing as they encourage these students to continue to grow at high rates in our school.
Spotlight Upcoming Event: At SMS, we are wrapping up our winter testing window for the Star, MAP, and NSCAS tests. Next month many of our students will begin the ELPA 21 Language Assessment. This assessment is for any student whose family's home language is not English. Students will have to continue to take this test until they are able to test out in the four areas that the test focuses on. The four areas that ELPA 21 focuses on include, writing, speaking, listening, and reading in the English language. Students are then given a score in those areas on a scale of 1-5 with 5 being the highest level for each area. How students do on this assessment will determine whether or not they are on the LEP (Limited English Proficiency) identified. Once students have tested out of their LEP program they no longer need to take the ELPA 21 assessment, as they have been identified as mastery of the English language.

Schuyler Middle School Principal's report: Mr. Zavadil
Program Spotlight: January is a perfect time for administration and teachers to get a lot of work and learning in before the distraction of spring events. Our staff has returned from break ready to teach and excited to start the second semester strong. Mrs. Wemhoff in our English Language Learner department will start work on goal setting conversations with our EL students that will be taking the ELPA test. The ELPA is an annual test given to any student that has been identified as an English Language Learner and is a very difficult test to pass. In fact, when we look at our achievement data our students that do pass the ELPA test are proving to be the highest performing students in the district. Outperforming all other subgroups, which includes all race,

socioeconomic status, Special Education status. Which might indicate the level of difficulty of this test.

Staff Member Spotlight: This month I would like to highlight the work of Mrs. Kment. She is the School counselor at Schuyler Middle School and serves our building in a myriad of capacities. Mrs. Kment helps our students that are struggling with their emotions and relationships. She works with Mr. Banahan to coordinate our MTSS programs. Mrs. Kment sets up our state testing and works with administration to help create a working building schedule. She sets up student schedules and serves as an invaluable member of our leadership team at the Middle School.

Upcoming Events: Schuyler Middle School staff have a busy January and February planned. We will participate in the district professional development event that will take place on January 16-18th. Our administration has two days this month scheduled to work with Discovery education STEM leadership training. Our Capturing Kids' Hearts representative from the Flippen organization will be coming to us to help us continue to grow our culture the week of January 23rd.

High School Asst. Principal's Report: Mr. Steinhoff

Staff Member Spotlight: This month I would like to spotlight Mr. Austin Hauptman. Mr. Hauptman teaches physical education and health, and also coaches varsity football and junior high track. This is Mr. Hauptman's first year at the high school, and has been an excellent addition to our staff. He does an excellent job of building relationships with his students and teaching his content. He is also a perfectionist, always working to improve his craft. Mr. Hauptman has a knack for meeting students where they are working with them to move them towards their potential.

High School Assistant Principal's Report: Mrs. Ladwig

Staff Member Spotlight: I would like to highlight the work of Mr. Rick Carter. Mr. Carter teaches Algebra I, Pre-Calculus, and Calculus at SCHS, and he also coaches cross country and track. As an extremely knowledgeable math teacher, Mr. Carter does everything he can to help students learn the content and be successful in both school and life. Mr. Carter works with kids before and after school as well as during summer school. Not only is Mr. Carter an advocate for our kids, but he is also a teacher leader in our building. He always has a smile on his face and does not hesitate to step up and help other teachers when needed. We are extremely grateful to have Mr. Carter as a part of our SCHS family!

High School Principal's Report: Dr. Lefdal

Program/Staff Member Spotlight: I would like to highlight Brandi Zavadil in our counseling department. Brandi's ability to reach students where they are, and set programming requirements as well as work with students transitioning into the country and our school is second to none. He has helped create an amazing place for our newcomers and continues to make our program stronger every day.

Notable Topics: I am excited to see how our wrestling program does this month. Our boy's and girl's teams look very good and have been very competitive. Our coaches have been doing an excellent job making sure students are keeping their grades up and focused on improvement.

Looking ahead: I am excited for the professional development days in January. I believe the speakers and the content will be great for our staff. I appreciate all the work Dr. Gibbons, Dr. Hoesing, and the admin team have

done to line up the speakers and organize the programs. It is truly a great day to be a Warrior!

VII.C. Directors Reports

Youth Sports Director's Report: Mrs. Keairnes
Program/Staff Member Spotlight: I would like to highlight our girls youth basketball program! This year we have 68 girls in grades K-6th who have signed up to participate in youth basketball. The head coach is Mr. Brante Hayes and he has done a great job of coordinating practices and engaging some parent volunteers to help out with the program.

Warrior Academy - AfterSchool Program Director's Report: Ms. Bebout
Spotlight Partner: I would like to highlight our partnership with Pinnacle Bank. They donated $330 to our afterschool program! We greatly appreciate their constant support for the students in our district. They have supported us over the years monetarily, by allowing students to come into the bank for a tour and to see the vault, and as speakers to our students. This financial support will help with programming we offer to students.
Pinnacle Bank's Mission Statement says, "At Pinnacle Bank, our mission is to serve our community, to provide value to our clients, to respect employees and provide shareholders with sustained growth and earnings with their investment." I believe you see this example in our community!!! Thank you very much!!

Middle School Activities Director's Report: Mr. Banahan
Spotlight Program: Here at SMS we are starting up our boys basketball season, and we currently have over 40 boys signed up to play basketball this year on our teams. We are excited to see some growth from our 8th-grade team from last season, and we are excited to see what our 7th-grade boys can do on the hardwood. We will have some new faces on the sidelines this season, as Mr. Chad Wiseman is taking over the helm from Mr. Schultz who was the head coach the last two years. We are excited about what our boys can do on the court this season, and want to thank Mr. Schultz for coaching the last two years. Joining Mr. Wiseman on the sidelines will be Mr. Petersen, Mr. Prososki, and Mr. Halvorsen. Our first game will be on January 17th vs Central City.
Spotlight Upcoming Event: Mr. Brante Hayes along with the help of Mr. Wehner are working to get a 3-on-3 league going for our 5th-8th Schuyler girls interested in working on their basketball skills during the months of January and February on Saturday mornings from 10 AM-12 PM at SMS. We are hoping to help our girl basketball players to continue to develop their basketball skills. Along with basketball, Mrs. Richards and Miss Cruz will be working with some club volleyball girls and playing games in a winter league at Lakeview during the months of January and February as well. We are excited to see the work being put in by our coaches and athletes.

High School Activities Director's Report: Mr. Steinhoff

Staff Member Spotlight: This month I would like to highlight Mrs. Renee Brabec. Renee is an administrative assistant at the high school and does amazing work for both our transportation department and the activities department. She is extremely organized, detail-oriented, and hard working. She is passionate about everything Schuyler and our school and community and both benefit greatly from her dedication.

Program Spotlight: In this month's program spotlight I would like to highlight our high school boys wrestling team. This past month, they have experienced a lot of success. A few of their accomplishments are highlighted below:

- Defeated both Lakeview and Scotus in our duals with them and are currently 9-3 in duals as a team.
- We finished first at the Wisner Pilger Invite
- Finished 2nd place at Rising City
- 12 out of our 14 varsity wrestlers have winning records.

Looking Ahead: We host our annual boys and girls wrestling invite this weekend. The girls varsity and boys junior varsity are on Friday, January 13th, the boys varsity meet is Saturday the 14th, and our youth wrestling club hosts their youth tournament on Sunday the 15th. All three of these meets should be very entertaining and provide elite competition for our athletes.

Special Education Director's Report: Mrs. Vrba

Staff Member Spotlight: Nadia was a 5th grade teacher last year and is teaching the parent classes at SES this year. She has answered our prayers and accepted the teaching position for our High Needs Room. Our students are so extremely lucky to have her as their teacher. I visited her classroom already this year and found all of our students engaged in learning activities. Nadia is a true ray of sunshine in our school system.

Marcos just graduated from Wayne State on the 16th of December. He has signed on to be our 2nd grade Special Education teacher until March 7th! (But, I am hoping to work "our Schuyler Community School's magic" on him. I would love to keep him until the end of our school year.) He spent both Monday and Tuesday before our holiday vacation working with our teachers to learn the "Schuyler Way" of teaching. I am going to convince him, still, that Schuyler is the perfect place to teach!!

On a different note... Since our last Board of Education meeting, I have had the extreme exciting pleasure of watching our Warriors Girls' Varsity Basketball Team win games against Lexington and Boys Town. It was the best site seeing our girls

celebrate together as a team. Jason Wehner and his assistants are doing an incredible job with our girls.

Curriculum, Assessment, and Instruction Director's Report: Dr. Gibbons

Assessment Data: Last month, I shared last year's NSCAS Assessment Data with you. I was asked to share our plans for improving those scores. See attached Document.

VII.D. Superintendent's Report

Program/Staff Member Spotlight: Ronnie Mundil and Dan Rinkol for their work on setting up meetings, researching systems, and securing bids for the telephone system upgrade in compliance with statutory requirements and Federal ESSERS III regulations.

1. **Strategic Planning Workshops:** Staff Strategic Planning Workshops are scheduled for January 16-18 from 8:00-4:00. Attached is a draft workshop schedule. We will finalize the schedule at our leadership meeting on Monday, January 9th.

2. **Workers Compensation Experience Rating:** Each year we receive an update on our workers' compensation experience rating based on our safety programs and workplace injuries. Our rating improved from 1.02 on 12/1/2021 to .96 on 12/1/2022. See attached information.

VII.E. Board Member/Committee Reports

1. **Foundation Meeting:** Due to the holiday, the January Foundation meeting was moved to Monday, January 9th. Brian will provide an update at the meeting.

2. **Legislative Update:** There is always a flurry of activity at the start of a 90-day session. The 2023 Legislative Session is certainly no different. The hallways are jammed with furniture as senators move out of offices and into new offices (based on seniority). There is also a flurry of activity with regard to the business of the Legislature as bill introduction begins. It's a race to get bills drafted and ready for formal introduction, referral to a committee, and getting hearing dates set. Typically, the sooner a bill is introduced the sooner it might be heard in committee. Bill drafters literally work day and night to meet the demand.

Speaker Arch released his plan for the next few weeks. Several important things to know is that bill introduction lasts for 10 days, ending January 18th. During a typical 90-day session, between 700 to 800 bills will be introduced. There is no limit to the number of bills a senator can introduce. It's really about the number of bills a given senator feels he/she can commit to handling.

Afternoon public hearings will begin on January 23rd. From January 30th through February 10th, public hearings will be held in both the morning and afternoon. It is important to know if you plan to testify on a given bill during that period (check to determine the morning or afternoon time for the hearing).

Schedule

January 6, 9 through 13

- Convene at 10:00 a.m.
- Bill introduction

- Adjourn around 11:30 a.m. or when introduced bills have been processed by the Clerk's office

January 13

- (Tentative) Last day to submit bill requests to Revisor of Statutes/Bill Drafting Office (by noon)

January 17

- Convene at 10:00 a.m.
- Bill Introduction
- Begin debate of motion to adopt permanent rules
- Recess at noon and reconvene at 1:30 p.m. to continue debate; Adjourn around 5:00 p.m.

January 18

- Convene at 9:00 a.m.
- Last Day of Bill Introduction

January 19, 20

- Convene at 9:00 a.m.

January 23

- Convene at 10:00 a.m.
- Public hearings begin at 1:30 p.m.

January 24, 26, 27

- Convene at 9:00 a.m.
- Public hearings at 1:30 p.m.

January 25

- Convene at 9:30 a.m.
- Governor Pillen's State of the State Address-10:00 a.m.
- Adjourn at 11:00 a.m.
- Public hearings at 1:30 p.m.

January 30 through February 10

- *Convene at 9:00 a.m. and adjourn following check-in*
- *Morning and afternoon public hearings*

February 13

- Convene at 10:00 a.m.
- Begin debate of bills
- Adjourn around noon
- Public hearings continue in the afternoon

3. Board Quicks link - January 2023 e-update

https://nasb.enviseams.com/docs/default-source/board-quicks/board-quicks---january-2023.pdf?sfvrsn=4b79210_4

Legislative Notes link - Day 1, New Faces 1/4/23

https://nasb.enviseams.com/docs/default-source/legislative-notes/legislative-notes---010423.pdf?sfvrsn=29891d21_4

This month's Board Quicks edition features:

- *School Board Member Week in Nebraska ... January 22-29, 2023!*
- *2023 Legislative Issues Conference*

- *NASB Board President Retreats*
- *Budget & Finance Workshops*
- *New Board Member Workshops webinar*
- *And more …*

Board Quicks, ***Legislative Notes***: and other links can be found under the 'News & Resources' section of www.NASBonline.org, tweeted at www.twitter.com/NASBonline, and on The Facebook at www.Facebook.com/NASBonline

SCHOOL BOARD MEMBER WEEK - THANK YOU SCHOOL BOARDS!
January 22-29, 2023

LEGISLATIVE ISSUES CONFERENCE
January 22-23 - Embassy Suites Lincoln

NASB BOARD PRESIDENT RETREATS
January 29-30 - Lincoln
February 5-6 - Ogallala

BUDGET & FINANCE WORKSHOPS
February 8 - Kearney
February 15 - La Vista

NEW BOARD MEMBER WORKSHOP - VIRTUAL WEBINAR
February 8 - 7:00 PM CT

Learn more and register at www.NASBonline.org

VIII. Correspondence Items

IX. Adjournment

To view the meeting go to: https://zoom.us/rec/share/iaiLLWSuUwW6CUJKI3qzFxEfBEaz34yMBBXWck2ChGoUDWWYOXK7nHWSX0I_2DOK.U9DIytqhdc8i42Rb Motion to adjourn at 8:02 pm Passed with a motion by Dr Renee Sayer and a second by Brian Vavricek. Richard Brabec: Yea, Amanda Jedlicka: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

OATH OF OFFICE

Do you solemnly swear to support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic?

(I do.)

Will you bear true faith and allegiance to the same?

(I will.)

Do you take this obligation freely and without mental reservation or for purpose of evasion?

(I do.)

Will you faithfully and impartially perform the duties of the office of Colfax County District 123 (Schuyler Community Schools) School Board Member; according to law, and to the best of your ability?

(I will.)

And do you further swear that you do not advocate, nor are you a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as you are in this position you will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help you God.

(I do solemnly swear.)

_____ _____

Board Member Date



1

2

3

4

5

Schuyler Community Schools Board of Education Self-Evaluation

Please rank yourself on the Board Characteristics listed below (1-Unacceptable, 2-Needs Improvement, 3-Good, 4-Excellent)

Responsibility: *Accountable for your words, for your actions, and for finishing what you start.*
I will be accountable to the public by representing district policies, programs, priorities and progress accurately.
I will work to ensure prudent and accountable use of district resources.

Respect: *Honoring what others do and believe.*
I will respect the majority decision as the decision of the board of education.
I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Effort: *Giving your best and making the most of every opportunity.*
I will focus my attention on fulfilling the board of education's responsibilities of goal setting, policymaking, and evaluation.
I will work for compromise in order to promote win-win situations.

Trustworthy: *Being loyal, reliable, and always doing the right thing.*
I will tell the truth.
I will make no personal promise or take private action that may compromise my performance of my responsibilities.

Citizenship: *Getting involved and making your community a better place.*
I will be responsive to the community by seeking its involvement in district affairs and by communicating its priorities and concerns.
I will consistently uphold all applicable laws, rules, policies, and governance procedures.

Courage: *Doing what's right in the face of adversity or fear.*
I will share my views while working for consensus.
I will base my decisions on fact rather than supposition, opinion, or public favor.

Kindness or Caring: *Being Friendly, generous, and considerate.*
I will be fair, just, and impartial in all my decisions and actions.
I will accord others the respect I wish for myself.

Determination: *Persevere to set and reach your goals.*
I will diligently prepare for and attend board meetings.
I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Resilient: *Become stronger or adapt after misfortune or change.*
I will refuse to surrender judgment to any individual or group at the expense of the district as a whole.
I will consider alternatives and work to promote district initiatives adopted by the board of education.

Character: *Moral quality to do what's right when no one is watching.*
I will keep confidential information that is privileged by law or that will needlessly harm the district if disclosed.
I will be continuously guided by what is best for all students of the district.

Please rank the Board on the Standards listed below (1-Unacceptable, 2-Needs Improvement, 3-Good, 4-Excellent)

Leadership: *Reviews district Vision and Mission and adopts goals in action plans in support of that vision and mission*
board members can clearly articulate the vision, mission and goals of the district
board members delegate to the superintendent the authority to administer and evaluate the adopted action plans

Policy and Governance: *the board establishes and follows local policies, procedures, and good governing practices*
board members annually establish, adopt and revise policies so that they are clear, up to date, and in compliance with state/federal laws
board members set annual goals and keeps these goals at the forefront of all board and district decisions throughout the year

Community Relations: *board establishes and promotes effective two-way communication with parents, students, staff*
board members demonstrate respect and cooperation in their relationships with the administration, staff and community
board members work with the superintendent to seek and receive input from citizens and host forums to promote open communication

Cultural Responsiveness: *the board understands and promotes awareness of cultural diversity in the district*
board members support community engagement activities and accommodate cultural differences in values and communication
board members actively encourage and expect the superintendent to facilitate the participation of culturally diverse groups.

Accountability and Performance: *the board monitors progress toward district goals and compliance with board policies*
board members regularly conduct a self-evaluation to monitor its performance and progress on district goals
board members support reward, consequence, and recognition systems to encourage high levels of staff and student achievement

Board Operations (Meetings): *board meetings are effective, efficient, orderly, and respectful*
board meetings are organized in an efficient manner and information easily accessible and in a timely manner
board meetings are organized and allow for discussions to promote an exchange of ideas, increased understanding and clear decisions

Board Operations (Communication): *board members are all kept equally and fully informed on matters of board business*
board members all receive the same information from the district office on matters of board business ahead of the board meeting
board members respect the right of the public to observe discussion of board and district business by board members

Board Operations (Board/Staff Relations): *board members follow policy and procedures when interacting with staff*
board members recognize and respect the chain of command, listen to constituents, and refer them to the appropriate personnel
board members work with the superintendent to provide a process to facilitate two -way communication and professional discourse

Board/Supt. Relations: *board and superintendent communicate openly and professionally and treat each other with respect*
board members fully inform the superintendent of situations that impact the district and avoid making decisions outside of board meetings
board members do not interfere in district operations and fully delegate and respect operational decisions of the administration

Values and Ethics: *the board takes full responsibility for the work it chooses to do and how it chooses to do the work*
board members lead the district with clear goals, policies, and expectations and operates within policies and regulations of the district
board member deliberations and actions are limited to district benefit and avoid involvement in decisions that benefit them personally

Board Improvement: *the board participates in annual training and professional development on a local and state level*
board members participate in training and professional development through NASB conferences, conventions, and workshops
board members annually evaluate their performance in fulfilling the board's duties, responsibilities, and ability to work as a team

Please Rank your interest (1-5) in serving on Board Committees.

The board president will present committee assignments in February

Board Policy, Handbooks, and Support Programs
This committee is responsible for annual review of board policies, handbooks, and crisis/safety plans.
This committee is also responsible for the support and development of support programs
(nursing, food service, para educators, and office personnel) in the district.

Americanism, Curriclum, Assessment, and Instruction Programs
This committee is responsible for reviewing curriculum recommendations, textbook selection,
requisitions/inventory, instructional and professional development programs.

Budget and Finance, Negotiations, and Personnel
This committee is responsible for budget, finance, and contract negotiations with administration,
certificated staff, and support staff.

Buildings, Grounds, and Transportation
This committee is responsible for recommending approval of building/grounds and transportation
programs, vehicle replacement schedule, building and maintenance and upgrade schedule.

Board Governance: Public Relations, Technology, Planning, and School Calendar
This committee is responsible for recommending the annual district calendar, strategic planning process,
technology, and promoting positive public relations and communications program.

Foundation Board Member: 2 members (Meets at noon on the first Monday of the month)
I would accept this appointment to the Foundation Board
I am not able to accept this appointment to the Foundation Board

List the top five 2023 goals you would like to achieve

_____

_____

_____

_____

_____

NEBRASKA
ACCOUNTABILITY AND
DISCLOSURE COMMISSION
11th Floor, State Capitol
P.O. Box 95086
Lincoln, NE 68509
(402) 471-2522

BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3

POTENTIAL CONFLICT OF INTEREST STATEMENT

NADC FORM C-2A

(Village, City, School Officials Except Omaha and Lincoln Officials)

POSTMARK DATE	
MICROFILM NUMBER	

OFFICE USE ONLY

- An official of a village or city holding elective office or an official of a school district holding elective office must file this form if he or she has a potential conflict of interest.
- **Officials of** the cities of **Lincoln and Omaha** holding elective office with a potential conflict of interest **should not use this form**. Use Form C-2.
- This form should be filed with the person who normally keeps records for the school district, city or village. **There is no requirement to file this form with the Nebraska Accountability and Disclosure Commission.**
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1 **NAME, ADDRESS AND TELEPHONE NUMBER**

Name _____ Telephone No. _____
Last First Middle

Address _____
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

ITEM 2 **TITLE, AGENCY (City, Village, School), ADDRESS AND PHONE**

Your Title _____ Agency _____

Agency Address _____

Agency Phone _____

ITEM 3 **DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)**

Date action is to be taken or decision is to be made: _____

Description of Potential Conflict:

ITEM 4	PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

☐ You
☐ Member of your Immediate Family: _____
NAME

Business With Which You
☐ Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5	NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6	CONTINUATION

(SIGNATURE) (DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.

B. An official of a school district holding elective office who has a potential conflict of interest.

C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

III. When and Where to File:

A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission**.

C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth $1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth $10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

NEBRASKA
ACCOUNTABILITY AND
DISCLOSURE COMMISSION
11th Floor, State Capitol
P.O. Box 95086
Lincoln, NE 68509
(402) 471-2522

BEFORE COMPLETING THIS FORM
READ THE FILING REQUIREMENTS
ON PAGE 3

EMPLOYMENT OF IMMEDIATE FAMILY MEMBERS DISCLOSURE STATEMENT

NADC FORM C-4

POSTMARK DATE	
MICROFILM NUMBER	
OFFICE USE ONLY	

- Local public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must disclose the employment either in writing or on the record to the governing body employing the immediate family member. **This form should not be used by state officials or employees.**
- File this form or other written disclosure with the person in charge of keeping records for the governing body employing the immediate family member.
- Persons who fail to disclose the employment of immediate family members or who otherwise do not comply with the law are subject to penalties.

ITEM 1 **NAME, ADDRESS AND TELEPHONE NUMBER OF PUBLIC OFFICIAL OR PUBLIC EMPLOYEE**

Name _____ Telephone No. _____
Last First Middle

Address _____ _____ _____ _____
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

ITEM 2 **OFFICE OR POSITION, ADDRESS, TELEPHONE, TERM OF OFFICE**

Office or Position: _____ Term: _____

Identify City, County or District: _____

Address: _____ Telephone _____

ITEM 3 **MEMBER OF YOUR IMMEDIATE FAMILY WHOM YOU INTEND TO EMPLOY, RECOMMEND FOR EMPLOYMENT, OR SUPERVISE (Use ITEM 5 CONTINUATION, if necessary)**

A. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY, OR DISTRICT)

B. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

C. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

REVISED 2017

ITEM 4 | **FOR NEWLY ELECTED OR APPOINTED PUBLIC OFFICIALS AND EMPLOYEES**

List members of your immediate family who were employed before your election or appointment and who are now employed or supervised by you.

A. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

Date Hired _____

B. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

Date Hired _____

(Use ITEM 5, CONTINUATION, if necessary)

ITEM 5 | **CONTINUATION**

(Signature) _____ (Date) _____

General Information - Filing Requirements

A public official or public employee of a political subdivision may employ, recommend the employment of, or supervise the employment of an immediate family member if:

1) he or she does not abuse his or her official position; and
2) makes a written disclosure with the person in charge of keeping records for the governing body or a disclosure on the record to the governing body; and
3) he or she has first made a reasonable solicitation and consideration of applications for such employment:

NOTE: Examples of abuse of one's position could include, but are not limited to, (1) providing an unreasonably high salary, (2) not requiring the employee to actually perform the duties of his or her position, (3) terminating another employee to make a position available for an immediate family member, (4) hiring an immediate family member who is not qualified to hold the position.

I. Who Must File:

A. Public officials and employees of political subdivisions employing, recommending employment, or supervising the employment of an immediate family member must make a disclosure to the person in charge of keeping records for the governing body of the entity. Where applicable the disclosure may be made on the record to the governing body of the entity in lieu of a written disclosure.

B. Public officials and employees who currently employ or supervise an immediate family member(s) employed prior to the election or appointment of the public official or public employee.

II. When to File:

A. Public officials and employees must file prior to employing, recommending employment, or supervising the employment of an immediate family member.

B. Newly elected or appointed public officials or employees shall file prior to or as soon as reasonably possible after the official date of taking office.

III. Where to File:

This form or other written disclosure should be filed with the person in charge of keeping records for the governing body of the entity served. (i.e., officials and employees of public power districts file with the district office; county officials and employees file with the county clerk; city of village officials or employees file with the city or village clerk; officials and employees of natural resource districts file with the office of the district manager; school district officials and employees file with the district superintendent or secretary of the school board. **Disclosure need not be made to the Nebraska Accountability and Disclosure Commission.**

Disclosure of Contractual Interests by Local Officers. If you are disclosing an interest in a contract to which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of Potential Conflict of Interest by Officials, Employees, and Others Required to file Statements of Financial Interests. If you are disclosing a potential conflict of interest use NADC Form C-2, or NADC Form C-2A Potential Conflict of Interest Statement.

NOTE: This form should not be used by State officials or State employees. See §49-1499.07 of the Nebraska Revised Statutes or contact the Commission.

Definitions

Governing body means the village board of a village, the city council of a city, the board of commissioners or board of supervisors of a county, the board of directors of a public power district, or any body with the ultimate power to determine the entity's policies and control its activities.

Immediate Family Member means a child residing in an individual's household, a spouse of an individual, or an individual claimed by the public official or employee or his or her spouse as a dependent for federal income tax purposes.

Statutory Authority: Section 49-1499.04 Revised Statutes of Nebraska.

Schuyler Community Schools
Board of Education Regular Meeting
Monday, January 9, 2023 6:30 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400

I. Call Meeting to Order

I.A. Pledge of Allegiance

I.B. Declaration of Open Meeting

II. Recognition of New and Re-elected Board Members - Oath of Office

III. Election of 2023 Board Offices

III.A. Board President

III.B. Vice President

III.C. Secretary

III.D. Treasurer

III.E. NASB Delegate

III.F. Recording Secretary

III.G. Board of Education Committee Assignments

III.H. Review Conflict of Interest, Committee Assignments, and Self-Evaluation Documents

IV. Approval of Consent Agenda

IV.A. Agenda

IV.B. Minutes

IV.C. Acceptance of Claims

IV.C.1. Bills of $5,000 or more

IV.D. Financial

IV.E. Other Listed Reports

V. Public Forum - We ask that all presentation be limited in their length.

V.A. Recognition of visitors and guests

V.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)

V.C. Student Representative's Report - Eliza Bailey

VI. Action Items

VI.A. Board Policy, Handbooks, and Support Programs

VI.A.1. Consider, discuss, and take action to reaffirm existing policies, regulations, and handbooks for the governance of the district.

VI.A.2. Consider, discuss, and take action to approve updates to the 2022-23 Return-to-Learn Plan.

VI.B. Budget, finance, negotiations, and personnel

VI.B.1. Discuss, consider and take all necessary action with regard to possible approval of a contract for a telephone system replacement and installation project.

VI.B.2. Motion to accept Staff Resignations

VI.B.3. Motion to approve new hire recommendations.

VI.B.4. Consider, discuss and take action to select a vendor to provide services for a Superintendent Search.

VII. Discussion Items and Reports

VII.A. Review progress on the 2022 Strategic Plan and Draft Plan for 2023.

VII.B. Principals Reports

VII.C. Directors Reports

VII.D. Superintendent's Report

VII.E. Board Member/Committee Reports

VIII. Correspondence Items

IX. Adjournment

Prepared by: Shelley Friesz, Secretary to the Board

Schuyler Community Schools
Board of Education Regular Meeting
Monday, December 12, 2022 6:30 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400

Posting Locations:

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

Posted Date: 12/08/2022
Attendance Taken at 6:30 PM.

Richard Brabec:	Present
Nina Lanuza:	Present
Chuck Misek:	Present
Dr Renee Sayer:	Present
Brian Vavricek:	Present

Present: 5.

I. Call Meeting to Order
Procedural Item

STRIVE - COMMIT - SUCCEED - District Mission Statement

Schuyler Community Schools in partnership with parents, students, and the community is committed to educate students to become skilled, knowledgeable and responsible citizens in a global society - District Vision Statement

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public. Notice of this meeting was also given in advance to all members of the Board of Education

I.A. Pledge of Allegiance
Procedural Item

I.B. Declaration of Open Meeting
Procedural Item

This meeting has been preceded by advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the front of the meeting room.

Nebraska Open Meetings Act: http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct_current.pdf

II. Approval of Consent Agenda
Consent Agenda
Discuss, Consider and Take Action on the consent agenda

Motion to approve the consent agenda Passed with a motion by Chuck Misek and a second by Nina Lanuza.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0

II.A. Agenda
Consent Item

II.B. Minutes
Consent Item

II.C. Acceptance of Claims
Consent Item

II.C.1. Bills of $5,000 or more
Consent Item

II.D. Financial
Consent Item

II.E. Other Listed Reports
Consent Item

III. Public Forum - We ask that all presentation be limited in their length.
Information Item

III.A. Recognition of visitors and guests
Information Item
Rich Brabec

III.B. Other topics (limited to 5 minutes - subject to guidelines of the Board Participation Policy)
Information Item

III.C. Student Representative's Report
Information Item

Student Council School Board Report December 2022

1. Five students were selected for UNK Honor Choir
2. We celebrated our One Act team on Thursday with a pep rally before they competed at state on Friday!
3. We celebrated our Winter Sports with a pep rally on Thursday. The season is off to a strong start.
4. Culture club will host a blood drive on Wednesday, December 14th at the high school. You can still sign up if you want to save a life!

5. NHS hosted a food drive competition during FOCUS and helped wrap gifts for the Colfax County Toy Drive.
6. FFA participated in CDEs where Kathryn Tznux earned 2nd place in exempt speaking and will participate in the state convention in April
7. Student Council and the Teacher Social Committee are co-hosting 12 days of Christmas. There is a picture attached of teachers who dressed up for Holiday Sweater Day.
8. The first speech meet is this Saturday, December 16th at Lincoln Southeast High School.
9. Finals are December 14th and 15th. Students are looking forward to break!

IV. Action Items

Procedural Item

IV.A. Governance: Public Relations, Technology, and Planning

Procedural Item

Nina Lanuza, Chuck Misek

This committee is responsible for recommending the annual district calendar, strategic planning process, technology, and promoting positive public relations and communications program.

IV.A.1. Consider, discuss and take.action to approve amending 2nd semester calendar.

Action Item

We currently have January 17th and 18th as a professional development days for all staff. We have rescheduled the first 3 days of APL training for new teachers in conjunction with our two PD days in the original calendar. Therefore, the second semester calendar needs to reflect "No School for Students" January 16-18.

The leadership team is in the process of finalizing the completed action plans for 2022 and working on arranging workshops in support of the 2023 strategic plan input identified in the ThoughtExchanges from staff and parents.

Motion to approve amending 2nd semester calendar as presented. Passed with a motion by Brian Vavricek and a second by Dr Renee Sayer.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0

IV.A.2. Consider, discuss and take all necessary action to adopt a procedure for the appointment of a new member to the Board of Education to fill the vacancy thereon created by the recall of Guadalupe Marino and to possibly fill the vacancy by appointment at this meeting.

Action Item

The board of education has the following options:

1. Appoint a member to fill the remainder of the vacated term. This can be done at this meeting if the board chooses to do so. If this process is used, the newly appointed member would be installed at the regular January school board meeting.

2. Advertise the position, take applications, hold a public meeting, review candidate applications, and appoint a new member to the board. If this process is used, it must be completed within 45 days of the certified election date of November 15, 2022. In this process, the new board member would need to be appointed and sworn in by December 30, 2022.

See information attached below:

Board options: Motion to approve the resolution to appoint _____ to the vacated position for the remainder of the term. or Motion to approve the resolution to accept applications to fill the vacated position for the remainder of the term. Passed with a motion by Dr Renee Sayer and a second by Brian Vavricek.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0

IV.B. Budget, finance, negotiations, and personnel
Procedural Item
Chuck Misek, Rich Brabec, Brian Vavricek
This committee is responsible for budget, finance, and contract negotiations with administration, certificated staff, and support staff.

IV.B.1. Consider, discuss, and take action to approve the 2022-23 teacher incentive program.
Action Item

The board of education and the teacher's negotiation's team have reached a tentative settlement on the 2023-24 Master Agreement. Included as an addendum is the 2022-23 teacher incentive program.

The incentive plan is not a negotiable item, but since it does impact teacher pay, it is a mutually supported document. The incentive plan remained the same with the exception of the item listed below.

Additional Incentive Consideration

1. **District and State Fine Arts Judge or Athletic Official**

Rationale: Due to the shortage of officials needed to host district and state level contests, any teacher assigned as an official for a district or state contest would be given district professional leave and keep the stipend paid for services.

1. Submit a copy of the contract to their principal.
2. Secure substitute teacher arrangements with their principal.
3. Use their own vehicle.
4. Teachers are responsible for reporting their additional income. (IRS Rules).

Motion to approve the 2022-23 Teacher Incentive Program as presented. Passed with a motion by Richard Brabec and a second by Chuck Misek.

Dr Renee Sayer: Abstain (With Conflict), Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 4, Nay: 0, Abstain (With Conflict): 1

IV.B.2. Consider, discuss, and take action to approve the 2023-24 Certificated Staff Master Agreement.
Action Item

The board negotiations committee met on October 17th, November 7th and November 21st to negotiate the 2023-24 Certificated Staff Master Contract. The SEA and board of education's negotiation teams reached a tentative agreement. The 2023-24 Master agreement was approved by the SEA. The 2023-24 Certificated Staff Master Agreement and meeting minutes are attached below.

Motion to approve the 2023-24 Certificated Staff Master Agreement as presented. Passed with a motion by Nina Lanuza and a second by Chuck Misek.
Dr Renee Sayer: Abstain (With Conflict), Brian Vavricek: Abstain (With Conflict), Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea
Yea: 3, Nay: 0, Abstain (With Conflict): 2

IV.B.3. Consider, discuss, and take action on staff resignations.
Action Item

1. Abdurahman Nur: SCHS Custodian
2. Evelin Pacas: SES Para Educator
3. Patricia Romero Gonzalez: SES Para Educator
4. Kiara Gonzalez: SES Para Educator
5. Patti Sparling: SES Special Education Teacher

Motion to accept staff resignations Passed with a motion by Richard Brabec and a second by Chuck Misek.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0

IV.B.4. Consider, discuss, and take action to approve new hire recommendations.
Action Item

1. Sandra Flores Campos: Richland Para Educator
2. Yesenia Albers: SES Para Educator
3. Nadia Morales: SES Special Education Sub Teacher 2nd Sem. 22-23
4. Meghan Wolfe: SES Teacher - 2nd Semester 22-23
5. Alexis Wilch: SCHS Teacher: Foreign Language - 2nd Semester
6. Isabelle Short: SES Teacher - 2023-24 school year
7. Rinrada Masatit: SES Teacher - 2023-24 school year

Motion to approve new hire recommendations Passed with a motion by Chuck Misek and a second by Brian Vavricek.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea

Yea: 5, Nay: 0

V. Discussion Items and Reports
Procedural Item

V.A. Principals Reports
Information Item
Building Principals

Preschool/SES 3-5 Principal's Report: Mr. Comley
Program/Staff Member Spotlight: This month I would like to highlight Kimmi Viquez. Mrs. Viquez is our afterschool program director. Mrs. Viquez does an excellent job coordinating and leading a program that gets a lot of attention. Mrs. Viquez is always friendly and works well with the staff in the program. Schuyler is extremely lucky to have an employee like Mrs Viquez working with our families and staff! Thank you Mrs Viquez for all you do!

SES K-2 Principal's Report: Mrs. Keairnes
Program/Staff Member Spotlight: I would like to highlight Sarah Garcia. Mrs. Garcia is a Kindergarten teacher at the Elementary School. She is on our MTSS committee, Field Day committee, Math curriculum team, and she is on our Process Champions team for our Capturing Kids Hearts Program. She is also the Girls Youth Sports Coordinator and coaches softball at the high school and youth level. Mrs. Garcia consistently exceeds expectations with every task she is given. She is highly motivated and is always willing to help any individual seeking support in any way. Thank you Mrs. Garcia!

Middle School Assistant Principal's Report: Mr. Banahan
Staff Member Spotlight: This month I would like to recognize the work of our SMS Physical Education department (Mr. Bos, Mr. Wiseman, and Mr. Prososki). They have initiated a couple of new ideas for our students to help improve the weight training program for our Middle School students. The first thing they did was create "Workout Wednesdays", where students in all Physical Education classes are doing strength building exercises, along with speed and agility drills, and plyometrics. These skills help our students develop a passion for working out and provide students with the basic understanding of how to workout properly. Each week, the teachers discuss which period of students put the best effort forward, and has the most students involved at a high level. They then tally up the periods and at the end of the month they recognize those students on the website and social media pages. The final thing they are doing is providing a time for our middle school students to get into the weight room outside of school hours. They are providing a time for students to lift weights four times a week from 6:30-7:30 AM, for students in 7th and 8th grade. This allows them to get accustomed to our high school weight room, as well as provides a safe space for the students to learn how to lift weights with proper form and technique. Thank you for providing these amazing opportunities for our students!

Spotlight Upcoming Event: SMS Band and Choir concert, being held at Schuyler Central High School Performing Arts Auditorium on December 12th with the 6th-grade choir starting at 6 PM, followed by the 7th and 8th-grade performances at 7 PM. This will be another terrific

show put on by our amazing music and band teachers Miss Morgan Semerad, Mr. Nestor Pelayo, and Mr. Paul Niedbalski.

Middle School Principal's Report: Mr. Zavadil
Program Spotlight: We have just a little over a week until the beginning of our holiday break. Our staff and students have been working hard and are wrapping up the Winter round of NSCAS testing. Our administration has been working hard on instructional supervision utilizing many of the great techniques being utilized at the high school and were taught to us by Mrs. Kennedy. Our staff has been working very hard on instruction. Our new staff are just about to wrap up their first semester and have worked very hard to get up to pace. They are doing a great job and we are happy to have them aboard.

Staff Member Spotlight: This month I would like to highlight the exceptional work of Mrs. Nolan. She is our 6th grade Science teacher and has a great way of engaging students with Science. Students are engaged in her class and her instructional methods focus upon inquiry learning, which can teach both Science and how to be truly curious about natural phenomena. She is a great asset to Schuyler Middle School.

Upcoming Events: Schuyler Middle School will be hosting an anti-vaping speaker named Robb Halladay. He will also be giving his presentation at the SCHS auditorium at 6pm for parents. SMS administration is working with SMS Student council to bring in Mr. Holladay. He is booked very far in advance and we were able to book him back in early September for this December speaking engagement. Also, tonight we have our Holiday Concert. This evening, Mr. Pelayo, Mr. Niedbalski and Ms. Semerad worked hard to prepare the students for this event.

High School Asst. Principal's Report: Mr. Steinhoff
Staff Member Spotlight: This month I would like to highlight Ms. Blaser. Ms. Blaser teaches social studies and has been a great addition to our staff this year. She has made an impact not only through her effective instruction in her own class, but through her commitment to us, our culture, and doing what is right for our kids and staff. Ms. Blaser has been a mentor teacher, a volunteer in many areas, and dedicated herself to being here at many of our activities just to support our kids.

High School Assistant Principal's Report: Mrs. Ladwig
Program/Staff Member Spotlight: I would like to highlight the work of the SCHS kitchen staff led by Ms. Sheila Trainer. Sheila does an excellent job communicating with the administration as needed, and she is always willing to be flexible with the lunch schedule when it comes to testing and special events. For District One-Act, the kitchen staff prepared soups, sandwiches, and cookies for all the SCHS staff as well as the visiting school's directors and judges. This year's kitchen staff is friendly and greets students and staff with smiles every day. We are lucky to have this group of unsung heroes at SCHS!

High School Principal's Report: Dr. Lefdal
Program Spotlight: I would like to spotlight our one-act performers and coaches. The coaches and students put on an amazing performance at the conference and district programs

and are headed to State! It is exciting to see so many children be part of the program as well as see other students find a place to shine. Congrats to all that are participating and leading this program.
Notable Topics: Our meetings with Kathy Kennedy have been very good this year. We have had some great conversations as well as excellent planning. We have invited Kathy Kennedy to present at our workshops in January to train all of our staff in value-add classroom coaching as well as how to work with students in a similar way. I am also excited about continuing our classroom coaching model in the spring.
Looking ahead: I am excited to begin work on our strategic planning and professional development session in January. It is always an interesting process and I love to have discussions about the future direction of our district and to hear other professionals' ideas and suggestions for improvement.

V.B. Directors Reports
Information Item
Directors

Youth Sports Director's Report: Mrs. Keairnes
Program/Staff Member Spotlight: I would like to highlight Serena Sanchez for the work she has done with our youth wrestling program. Ms. Sanchez was a college athlete who wrestled at Midland University and she is an assistant coach for our high school girls wrestling team along with being our youth wrestling coach. This year we had 43 athletes signed up to participate in our youth wrestling program. She has done a fantastic job of teaching athletes of all ages and experiences the basics of wrestling. It has been amazing to watch the growth our athletes have been making with the fundamental skills in wrestling and becoming more and more passionate about the sport. Thank you Mrs. Sanchez!

Middle School Activities Director's Report: Mr. Banahan
Program Spotlight: I would like to highlight our Middle School coaches for girl's basketball as well as Wrestling. These coaches have done an outstanding job of working with our young men and women and helping to develop them into great young Warriors! Coach Brante Hayes, and his staff (Adam Robinson, Allison Wooden, and Pat Halvorsen have worked hard to help these girls improve every day in with their basketball skills. They have been fun to watch compete this year, and they have continued to improve with their play each and every week. I also want to thank Coach Casey Harper and his staff (Guillermo Gutierrez, Wade Brashear, and Don Maxwell) for all of their hard work this wrestling season. To not only manage 70 wrestlers but to help them each improve their wrestling skills and shape them into high-quality young men and women is no small feat! Thank you for all that you do!

Staff Member Spotlight: I would like to spotlight Bernice Maxwell and Geralyn Shannon, for all of their hard work and dedication to helping set up and run three very successful wrestling events this season! Both of these ladies helped set up the gyms, ran the books, and helped clean up after each event we hosted. They went above and beyond what was asked of them to help ensure that our events ran smoothly, and I am so thankful for all of their help and support of our Warrior wrestling program. Thank you both so much for all of your help!

High School Activities Director Report: Mr. Steinhoff
Program Spotlight: In this month's program spotlight I would like to highlight our state-bound play production team. Our team put on an amazing performance, and is headed to State for a

second straight year. It is amazing to see such a large group of our students work together and perform the way they have this year. One act is a big time commitment and not only requires talent and teamwork, but also a significant amount of time. Our one-act coaches and competitors are often the last to leave the school, as they practice after fall and winter sports. Congratulations to the competitors and coaches.

Looking Ahead: The month of December is full of action from our winter sports. Boys and girls basketball and boys and girls wrestling have started their seasons. We also have the band and choir Christmas concert coming up on Sunday, December 11th.

Special Education Director's Report:
Program/Staff Member Spotlight: For December I am spotlighting our passionate and hardworking school psychologist. April Becker has an incredible understanding of mental health, learning, and behavior which helps children succeed academically, socially, behaviorally, and emotionally in our classrooms. She possesses the following traits that reflect the characteristics of a true professional:

- The Willingness to Learn: She is always continuing her educational quest and approaches problems with an open mind. She is generating practices to promote learning, resiliency, interventions for educational and behavior purposes daily.
- Patience: She has the ability to keep a cool, calm, mild demeanor during testing sessions, working with frustrated teachers, working with students with intense behaviors and presiding over MDTs with parents and other professionals. April has the natural ability to interpret a student's testing data to ensure parents understand their child's learning and mental health needs. She does a phenomenal job of helping parents navigate the whole special education process in a positive way.
- Respect Towards Confidentiality: April is trustworthy with personal information and is the utmost professional at testing data/scores. She has an extremely strong sense of ethics.
- Strong Interpersonal Skills: She has the ability to interact well with a wide variety of people: colleagues, students, parents, etc.

I felt the need to share my respect and admiration of April as our school psychologist because there isn't a single person outside the walls of our Special Education Office that knows how hard she works. Dr. Hoesing made one of his best decisions ever when he offered her a contract to become SCS's School Psychologist...she is a "priceless" addition!

Curriculum, Instruction & Assessment Director's Report: Dr. Gibbons
Program/Staff Member Spotlight: Our Multi-Tiered Systems of Support (MTSS) team has established new action plans for this school year and we are working through them. Our overall goal is to have a fully functioning MTSS process in place for the start of the next school year.
Curriculum - The Committee on American Civics met on November 21st at 6:30pm in the Chapel Meeting Room. Board members Lanuza and Sayer were present. Dr. Gibbons presented how we are meeting the requirements set out in the American Civics law.

- Curriculum can be viewed on the district website by going to Menu SCS FMP Modules and finally, Standards.

- Our Curriculum stresses the services of the men and women who achieved our national independence, established our constitutional government, and preserved our union and is so written to include the incorporation of multicultural education so as to develop a pride and respect for our institutions and not be a mere recital of events and dates.

- We also incorporate the administration of a written test identical to the civics portion of the naturalization test in 8th grade and also high school.

- Appropriate celebrations are held on specified holidays.

- We also discussed the current curriculum cycle.

Assessment - We are currently in the Winter Assessment window. Students in grades 3 - 8 are taking the NSCAS growth assessment, while other grades are taking the MAP assessment.
* See attached information below.

V.C. Superintendent's Report
Information Item
Dan Hoesing
Program/Staff Member Spotlight: The 2022-23 Leadership Team has expanded this year to include an additional counselor, after-school director, director of facilities, director of food service and business manger. These leaders meet the first Monday of the month to coordinate schedules, resources, and programs for the district. Staff members of the 2022-23 team are: Dr. Gibbons, Mrs Vrba, Dr. Lefdal, Mrs. Ladwig, Mr. Steinhoff, Mr. Zavadil, Mr. Banahan, Mr. Comley, Ms. Bebout, Mrs. Keairnes, Mr. Droge, Mrs. Riha, Mrs. Kment, Mrs. Oehlrich, Mr. Mundil, Mrs. Rameriz, Mrs. Janousek, Mrs. Arps, Mrs. Perrin, and Mrs. Viquez. Thank you for your continued work and guidance.

1. **Construction Meeting:** The December construction meeting on the 2nd phase of the Dual Language Building was postponed from December 7th to December 14th. We are scheduled to do a punch list on the project on the 14th. The wall coverings will be installed in the hallways over Christmas break.
2. **Return-to-Learn Plan:** Tori Oehlrich is working with East Central Health District to update our Return-to-Learn Plan for the second semester. In her conversation with East Central, they suggested some of the original guidelines and protocols are no longer supported. Tori will have this updated plan for board approval in January.
3. **Strategic Plan Update:** Progress on the 2022 strategic plan will be completed at the end of the semester. The leaders of each program are responsible for updating any action plans completed during the year. With that completed, the leadership team is working through the thoughtexchanges to identify priorities and possible action plans for the 2023 plan. This year the team is hosting a number of workshops in January focused on providing education around the priorities identified in our strategic plan. These workshops are scheduled for January 16, 17 and 18. There will be 10 strands in alignment with our strategic plan with workshops in each area. Our goal is to have a draft plan, input from our exchanges, and a workshop schedule for board review at your January meeting.

V.C.1. Superintendent Annual Evaluation
Action Item
Rich Brabec will lead this review.

V.D. Board Member/Committee Reports
Information Item
Board Members

1. **Foundation Meeting:** See Foundation Website: Brian Vavricek and Alejandrina Lanuza.
2. **Safety Committee Report:** Brian Vavricek, Renee Sayer, and Alejandra Lanuza.

VI. Correspondence Items

Information Item

VII. Adjournment

Action Item

Motion to adjourn at 8:10 pm To view this meeting go to: https://zoom.us/rec/share/oPD5cTcthqpvDnOI9BeUR0wqjpwGV8G_fNsDnkMdbPdrtd8EVsHyWzJZX9bbu_bo.YovEFds7UMLmtNgU Passed with a motion by Chuck Misek and a second by Brian Vavricek.
Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Dr Renee Sayer: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0

MONTHLY DISBURSEMENT REPORT
For the month of JANUARY 2023

Check #	Date	Vendor	Description	Amount
45530	1/9/2023	Albers All Around	Services	$245.00
45531	1/9/2023	Amazon Capital Services	Supplies	$1,609.77
45532	1/9/2023	A.P.L. Associates	Profess Development	$1,648.00
45533	1/9/2023	BOMGAARS	Supplies	$602.08
45534	1/9/2023	BrainPop, LLC	Annual subscription	$4,486.25
45535	1/9/2023	Cada Electric, LLC	Services	$142.40
45536	1/9/2023	Casey's Business MasterCard	Fuel	$150.73
45537	1/9/2023	Cenex Fleetcard	Fuel	$375.57
45538	1/9/2023	CenturyLink	Phone	$217.70
45539	1/9/2023	CenturyLink	Phone	$2,635.47
45540	1/9/2023	Central Nebraska Rehab Services	OT/PT Services	$13,604.63
45541	1/9/2023	CHI Health	Drug tests	$58.00
45542	1/9/2023	Colfax County Clerk	Election costs	$1,255.91
45543	1/9/2023	Comfort Inn	Hotel room	$104.95
45544	1/9/2023	Continental Fire Sprinkler Company	Inspection	$195.00
45545	1/9/2023	Cornhusker Public Power District	Electricity	$3,134.40
45546	1/9/2023	Culligan of Columbus	Salt	$93.10
45547	1/9/2023	David City Public School	Hlavac insurance	$1,096.72
45548	1/9/2023	Department Of Utilities	Utilities	$25,507.78
45549	1/9/2023	Dietze Music House, Inc.	Supplies	$67.50
45550	1/9/2023	Eakes Office Products Center	Copier leases	$9,716.17
45551	1/9/2023	Electrical Engineering & Equipment Co	Supplies	$1,055.15
45552	1/9/2023	Educational Service Unit #7	Supplies	$50.00
45553	1/9/2023	ESU #7 Special Education	SPED services	$35,321.41
45554	1/9/2023	Flinn Scientific	Supplies	$8.95
45555	1/9/2023	Flippen Group/Capturing Kids Hearts	Keynote speaker	$6,250.00
45556	1/9/2023	FP Mailing Solutions	Postage fees	$141.00
45557	1/9/2023	Fremont Winnelson Co	Supplies	$2,347.15
45558	1/9/2023	Frontier	Phone	$129.61
45559	1/9/2023	Great Plains Piano Company	Piano tuning	$300.00
45560	1/9/2023	Nimco Hersi	Translating	$115.62
45561	1/9/2023	Hometown Leasing	Copier leases	$9,126.23
45562	1/9/2023	Innovative Office Solutions, LLC	Supplies	$44.10
45563	1/9/2023	J & B Auto Parts	Repairs	$521.16
45564	1/9/2023	Jackson Services Inc	Linens	$1,236.91
45565	1/9/2023	Johnstone Supply	Supplies	$176.41
45566	1/9/2023	John's Tire Sales & Services	Repairs	$99.95
45567	1/9/2023	Kathy L Kennedy	MS Profess Development	$4,000.00
45568	1/9/2023	Lincoln Journal Star	Notices, bd meeting	$328.29
45569	1/9/2023	Mid-american Research Chemicals	Supplies	$502.00
45570	1/9/2023	Matheson Trigas	Ag supplies	$118.90
45571	1/9/2023	Jennifer L. McNally	Speaker fees	$4,594.00
45572	1/9/2023	Menards	Supplies	$65.97
45573	1/9/2023	Midwest Alarm Services	Safety maintenance	$2,987.34
45574	1/9/2023	Nebraska Public Health Environmental Laborato	Water testing	$189.00
45575	1/9/2023	One Source	Background checks	$30.00
45576	1/9/2023	OPTK Networks	Ethernet	$171.12
45577	1/9/2023	Parkview One Stop LLC	Fuel	$669.54
45578	1/9/2023	Perry, Guthery, Hasse & Gessford, P.C., L.L.O	Legal services	$1,865.60
45579	1/9/2023	Presto-X	Pest control	$162.00
45580	1/9/2023	Pyramid School Products	Supplies	$78.00

45581	1/9/2023	QC Supply, LLC	Supplies	$402.05
45582	1/9/2023	Karla Romero Lopez	Family Lit contracted services	$646.87
45583	1/9/2023	Saunders County Clerk	Election fees	$100.00
45584	1/9/2023	Schuyler Coop Association	Fuel	$4,830.14
45585	1/9/2023	Schuyler Home & Building Supply	Supplies	$56.63
45586	1/9/2023	Virginia Semerad	Piano accompianist	$1,850.00
45587	1/9/2023	Soter Technologies, LLC	Vape detection balance	$7,457.50
45588	1/9/2023	Sparq Data Solutions	Annual board subscription	$2,600.00
45589	1/9/2023	Therapro, Inc.	Supplies	$51.90
45590	1/9/2023	Truck Center Columbus	Repairs	$2,915.56
45591	1/9/2023	Verizon Wireless	Cell phones	$541.36
45592	1/9/2023	VISA	Supplies	$176.07
45593	1/9/2023	Visa	GoDaddy renewal	$449.99
45594	1/9/2023	VISA	Sixpence	$152.20
45595	1/9/2023	VISA	Fam Lit supplies	$556.58
45596	1/9/2023	Vyve Broadbrand	Internet	$677.83
45597	1/9/2023	WageWorks	Admin fees	$230.00
45598	1/9/2023	Waste Connections of NE, Inc.	Sanitation	$1,623.22
45599	1/9/2023	Guitar Center Stores, Inc.	Supplies	$888.79
45600	1/9/2023	Woodriver Energy LLC	Natural gas	$8,600.03
00123-01	1/10/2023	Mairen Montanez	Tuition reimb	$2,000.00
00123-02	1/10/2023	Nestor Pelayo	Mileage	$83.12
00123-03	1/10/2023	Aimee Sigler	Mileage	$78.44
00123-04	1/10/2023	Emily Steinhoff	Tuition reimb	$1,200.00
TOTAL GENERAL FUND DISBURSEMENTS				**$177,800.82**
2286	1/9/2023	Sizeable Storage Solutions, LLC	Bus barn rent	$6,200.00
TOTAL DEPRECIATION FUND DISBURSEMENTS				**$6,200.00**
1487	1/9/2023	Carlson West Povondra Architects	Contracted services	$1,404.39
1488	1/9/2023	OCC Builders, LLC	Dual Lang Elem	$205,628.00
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$207,032.39**
00Jan 23	1/9/2023	SCS Building Fund Money Market Account	Intra fund loan	$200,000.00
TOTAL QCPUF FUND DISBURSEMENTS				**$200,000.00**
460	1/9/2023	Computer Hardware, Inc.	Repairs	$567.00
TOTAL STUDENT FEES FUND DISBURSEMENTS				**$567.00**

MONTHLY DISBURSEMENT REPORT over $5000
For the month of JANUARY 2023

Check #	Date	Vendor	Description	Amount
45553	1/9/2023	ESU #7 Special Education	SPED services	$35,321.41
45548	1/9/2023	Department Of Utilities	Utilities	$25,507.78
45540	1/9/2023	Central Nebraska Rehab Services	OT/PT Services	$13,604.63
45550	1/9/2023	Eakes Office Products Center	Copier leases	$9,716.17
45561	1/9/2023	Hometown Leasing	Copier leases	$9,126.23
45600	1/9/2023	Woodriver Energy LLC	Natural gas	$8,600.03
45587	1/9/2023	Soter Technologies, LLC	Vape detection balance	$7,457.50
45555	1/9/2023	Flippen Group/Capturing Kids Hearts	Keynote speaker	$6,250.00
TOTAL GENERAL FUND DISBURSEMENTS				**$115,583.75**
2286	1/9/2023	Sizeable Storage Solutions, LLC	Bus barn rent	$6,200.00
TOTAL DEPRECIATION FUND DISBURSEMENTS				**$6,200.00**
1488	1/9/2023	OCC Builders, LLC	Dual Lang Elem	$205,628.00
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$205,628.00**
00Jan 23	1/9/2023	SCS Building Fund Money Market Account	Intra fund loan	$200,000.00
TOTAL QCPUF FUND DISBURSEMENTS				**$200,000.00**

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
SCHUYL	Schuyler Community Schools					
A	ACADEMIC					
1100	CONSORTIUM PAYROLL	232.84	0.00	0.00	0.00	232.84
1500	ARC EQUIP SPEC.ED.	2,200.58	0.00	90.00	0.00	2,110.58
	A Totals:	2,433.42	0.00	90.00	0.00	2,343.42
B	ATHLETIC					
2100	BASKETBALL B	-842.94	0.00	1,125.00	0.00	-1,967.94
2150	BASKETBALL G	-941.20	0.00	1,125.00	0.00	-2,066.20
2200	CROSS COUNTRY B & G	-723.74	0.00	0.00	0.00	-723.74
2250	CROSS COUNTRY	62.05	0.00	0.00	0.00	62.05
2300	FOOTBALL	-6,392.20	0.00	1,261.21	0.00	-7,653.41
2350	GOLF B	-648.07	0.00	0.00	0.00	-648.07
2375	GOLF G	-1,489.40	0.00	0.00	0.00	-1,489.40
2400	SOFTBALL	-3,593.64	0.00	0.00	0.00	-3,593.64
2450	SOCCER B	-2,790.03	0.00	85.50	0.00	-2,875.53
2500	SOCCER G	-940.00	0.00	0.00	0.00	-940.00
2600	TRACK	-1,279.74	0.00	859.52	0.00	-2,139.26
2700	VOLLEYBALL	-2,629.89	0.00	0.00	0.00	-2,629.89
2750	WRESTLING	-2,428.98	0.00	835.00	0.00	-3,263.98
2755	WEIGHT ROOM EQUIPMENT	7.50	0.00	0.00	0.00	7.50
2775	GIRLS WRESTLING	-2,011.50	0.00	725.00	0.00	-2,736.50
2800	SMS ATHLETICS	-2,639.92	4,289.67	2,267.13	0.00	-617.38
2850	LAUNDRY	0.00	0.00	0.00	0.00	0.00
2900	GENERAL	11,838.22	3,317.46	739.52	0.00	14,416.16
2950	MEDICAL	-2,759.85	0.00	41.32	0.00	-2,801.17
2970	BOOSTER CLUB DONATION	1,882.92	0.00	0.00	0.00	1,882.92
2975	DONATIONS	12,615.53	0.00	0.00	0.00	12,615.53
	B Totals:	-5,704.88	7,607.13	9,064.20	0.00	-7,161.95
C	DISTRICT					
3100	ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00
3110	COLLEGE CREDIT	5,880.00	0.00	0.00	0.00	5,880.00
3200	GENERAL	1,845.37	7,920.28	1,791.79	0.00	7,973.86
3250	FIELD HOUSE	43,612.49	1,702.00	460.22	0.00	44,854.27
3300	FINES	1,526.09	0.00	0.00	0.00	1,526.09
3400	HIGH SCHOOL--- BOOK FINES	0.00	0.00	0.00	0.00	0.00
3450	SCHS LIBRARY FINES	1,097.21	0.00	0.00	0.00	1,097.21
	C Totals:	53,961.16	9,622.28	2,252.01	0.00	61,331.43

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
D	DEPARTMENTS						
	4000	BAND	-623.61	0.00	0.00	0.00	-623.61
	4025	Musical	2,196.40	0.00	0.00	0.00	2,196.40
	4050	VOCAL	226.87	0.00	0.00	0.00	226.87
	4750	KOEHN TRUST (BAND DONATION)	10,370.62	0.00	1,060.00	0.00	9,310.62
		D Totals:	12,170.28	0.00	1,060.00	0.00	11,110.28
E	UNIFORMS & EQUIPMENT						
	4500	BAND (UNIFORM DEP)	828.18	0.00	0.00	0.00	828.18
	4650	FLAG CORPS	852.43	0.00	0.00	0.00	852.43
	4700	INSTRUMENT RENTAL	0.00	0.00	0.00	0.00	0.00
	4770	AMBASSADORS	1,637.88	0.00	0.00	0.00	1,637.88
		E Totals:	3,318.49	0.00	0.00	0.00	3,318.49

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
F	CLUBS ORGANIZATIONS						
	5000	ART	523.47	0.00	0.00	0.00	523.47
	5005	ATHS	0.00	0.00	0.00	0.00	0.00
	5050	CHEERLEADERS	4,815.64	0.00	0.00	0.00	4,815.64
	5100	DRAMATICS, SPEECH	-1,972.24	0.00	0.00	0.00	-1,972.24
	5105	One Act	466.28	0.00	1,548.14	0.00	-1,081.86
	5150	DANCE TEAM	-20,537.35	350.58	0.00	0.00	-20,186.77
	5175	EMERGENCY RESPNSE TEAM	0.00	0.00	0.00	0.00	0.00
	5200	FFA	25,623.59	1,077.00	2,773.15	0.00	23,927.44
	5250	FCCLA	-2,673.94	450.48	309.00	0.00	-2,532.46
	5300	CULTURAL UNITY	2,681.52	0.00	0.00	0.00	2,681.52
	5350	NATIONAL HONOR SOCIETY	3,800.68	0.00	184.00	0.00	3,616.68
	5400	S-CLUB	146.45	0.00	0.00	0.00	146.45
	5405	SPIRIT CLUB	0.00	0.00	0.00	0.00	0.00
	5425	WARRIORS STAND FOR THE SILENT	0.00	0.00	0.00	0.00	0.00
	5500	SCIENCE & mATH cLUB	5,621.03	0.00	0.00	0.00	5,621.03
	5510	SCIENCE TRIP	0.00	0.00	0.00	0.00	0.00
	5515	INDUST. TECH GRANT SCHS	2,000.00	0.00	0.00	0.00	2,000.00
	5525	SCIENCE FAIR	0.00	0.00	0.00	0.00	0.00
	5550	STUDENT COUNCIL	5,493.86	0.00	0.00	0.00	5,493.86
	5575	504 R ACTIVITY FUND	0.00	0.00	0.00	0.00	0.00
	5600	RICHLAND ACTIVITY FUND	644.05	117.50	0.00	0.00	761.55
	5610	FISHER 24 ACTIVITY FUND	12,748.76	0.00	3,533.14	0.00	9,215.62
	5615	DUAL LANGUAGE	-192.48	502.00	158.52	0.00	151.00
	5620	SCHUYLER ELEMENTARY SCHOOL	-0.04	0.00	0.00	0.00	-0.04
	5621	SES FELICIATIONS	0.00	0.00	0.00	0.00	0.00
	5622	SES FIELD DAY	8,044.94	0.00	0.00	0.00	8,044.94
	5623	SES Vocal Music Club	1,000.60	0.00	0.00	0.00	1,000.60
	5624	SES LIBRARY	3,182.59	0.00	0.00	0.00	3,182.59
	5631	SES POP FUND	0.00	0.00	0.00	0.00	0.00
	5632	SES Band CLUB	287.90	0.00	0.00	0.00	287.90
	5633	SES STEM	6,308.59	0.00	0.00	0.00	6,308.59
	5650	BRAINSTORMING	0.00	0.00	0.00	0.00	0.00
	5675	TEEN MOM'S	0.00	0.00	0.00	0.00	0.00
	5700	A.S.K.	1,498.72	0.00	0.00	0.00	1,498.72
	5725	STUDENT COUNCIL MAKE A WISH	2,629.37	30.00	0.00	0.00	2,659.37
	5750	FELLOWSHIP CHRISTIANS FOR ATHLETICS	0.00	0.00	0.00	0.00	0.00
	5775	INDUSTRIAL TECH ACCOUNT	0.00	0.00	0.00	0.00	0.00
	5800	SHEEL CREEK WATER TESTING	0.00	0.00	0.00	0.00	0.00
	5825	PRESCHOOL	2,292.78	60.00	0.00	0.00	2,352.78
	5900	SMS GENERAL ACTIVITY	1,831.19	0.00	0.00	0.00	1,831.19
	5901	SMS STUDENT COUNCIL	10,766.02	0.00	2,334.64	0.00	8,431.38
	5902	SMS LIBRARY	2,515.28	0.00	382.53	0.00	2,132.75
	5903	SMS RESOURCE ROOM	4,680.90	0.00	0.00	0.00	4,680.90
	5904	SMS BAND CLUB	138.60	0.00	0.00	0.00	138.60

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
	5905	SMS TEACHER POP 7702463	35.82	0.00	0.00	0.00	35.82
	5906	SMS EDUCATIONQUEST FOUNDATION GRANT	0.00	0.00	0.00	0.00	0.00
	5907	SMS Entrepreneurship	0.00	0.00	0.00	0.00	0.00
	5909	SMS VOCAL MUSIC	3.25	0.00	0.00	0.00	3.25
	5910	SMS VOLLEYBALL CLUB	1,057.72	0.00	0.00	0.00	1,057.72
	5911	SMS YEARBOOK	-190.35	0.00	0.00	0.00	-190.35
	5915	SMS WRESTLING CLUB	183.70	0.00	0.00	0.00	183.70
	5920	SMS FOOTBALL CLUB	339.46	0.00	0.00	0.00	339.46
	5925	SMS BOYS BASKETBALL CLUB	945.64	299.87	0.00	0.00	1,245.51
	5926	SMS GIRLS BASKETBALL	488.96	0.00	0.00	0.00	488.96
	5927	SMS TRACK CLUB	0.00	0.00	0.00	0.00	0.00
	5928	SMS CROSS COUNTRY	-222.51	0.00	0.00	0.00	-222.51
	5930	YOUTH FOOTBALL	0.00	0.00	0.00	0.00	0.00
	5935	YOUTH SPORTS	-8,057.22	0.00	0.00	0.00	-8,057.22
	5940	YOUTH SOCCERE	7,928.95	0.00	0.00	0.00	7,928.95
		F Totals:	86,880.18	2,887.43	11,223.12	0.00	78,544.49
G	CONCESSION/VENDING						
	6000	CONCESSION	2,143.88	1,319.80	240.04	0.00	3,223.64
	6005	SMS CONCESSIONS	464.99	206.04	773.35	0.00	-102.32
	6010	Imp. Fund-10%	2,488.67	287.10	0.00	0.00	2,775.77
	6015	SMS IMP FUND - 10%	554.90	33.15	0.00	0.00	588.05
	6100	SCHS PEPSI 7701503	11,404.34	1,244.70	1,661.68	0.00	10,987.36
	6105	SMS PEPSI 7702463	104.39	167.40	979.54	0.00	-707.75
	6125	SCHS LUNCH PEPSI	0.00	0.00	0.00	0.00	0.00
	6150	SCS FIELD HOUSE POP	2,889.63	0.00	0.00	0.00	2,889.63
	6200	STUDENT POP	1,018.65	0.00	0.00	0.00	1,018.65
	6300	TEACHER POP	5,112.54	0.00	0.00	0.00	5,112.54
	6400	S-CLUB JUICE	34.83	0.00	0.00	0.00	34.83
	6500	MAINTENANCE	9,880.72	0.00	0.00	0.00	9,880.72
	6600	MILK MACHINE - FCCLA	0.00	0.00	0.00	0.00	0.00
		G Totals:	36,097.54	3,258.19	3,654.61	0.00	35,701.12

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
H	SALES						
	7000	HORTICULTURE	11,225.46	2,274.00	2,631.97	0.00	10,867.49
	7010	HOUSE CONSTRUCTION	8,768.31	0.00	0.00	0.00	8,768.31
	7020	HOUSE RENTAL	25,629.50	0.00	0.00	0.00	25,629.50
	7050	INDUSTRIAL TECH / PLASMA CAM SALES	4,245.64	0.00	0.00	0.00	4,245.64
	7150	BBB CLUB ACCOUNT	813.26	500.00	0.00	0.00	1,313.26
	7200	GBB CLUB ACCOUNT	2,272.14	0.00	0.00	0.00	2,272.14
	7215	BOYS GOLF CLUB ACCT.	4,574.35	0.00	0.00	0.00	4,574.35
	7225	GIRLS GOLF CLUB ACCOUNT	545.16	0.00	0.00	0.00	545.16
	7250	WRESTLING CLUB ACCOUNT	7,461.21	0.00	0.00	0.00	7,461.21
	7260	GIRLS WRESTLING CLUB	3,365.63	0.00	0.00	0.00	3,365.63
	7275	WRESTLING AIDS	385.83	0.00	0.00	0.00	385.83
	7300	BSOC CLUB ACCOUNT	1,675.20	558.14	0.00	0.00	2,233.34
	7325	GSOC CLUB ACCOUNT	4,427.70	0.00	0.00	0.00	4,427.70
	7350	G/B CROSS COUNTRY CLUB	798.20	0.00	0.00	0.00	798.20
	7400	FOOTBALL CLUB ACCOUNT	4,035.86	0.00	0.00	0.00	4,035.86
	7450	VOLLEYBALL CLUB ACCT.	16,546.97	0.00	0.00	0.00	16,546.97
	7500	SB CLUB ACCOUNT	1,082.17	0.00	0.00	0.00	1,082.17
	7550	STUDENT PURCHASES	244.52	0.00	0.00	0.00	244.52
	7600	TR. CLUB ACCT	2,789.13	694.98	0.00	0.00	3,484.11
	7650	SPEECH CLUB	3,292.70	0.00	0.00	0.00	3,292.70
	7700	ONE ACT CLUB	748.27	1,095.19	0.00	0.00	1,843.46
		H Totals:	104,927.21	5,122.31	2,631.97	0.00	107,417.55
I	CLASSES						
	8000	ALUMNI ACCOUNT	1,386.24	0.00	0.00	0.00	1,386.24
	8305	CLASS OF 2023	1,175.42	0.00	0.00	0.00	1,175.42
	8310	CLASS OF 2024	-19.35	0.00	0.00	0.00	-19.35
	8315	CLASS OF 2025	283.22	0.00	0.00	0.00	283.22
	8320	CLASS OF 2026	561.53	0.00	0.00	0.00	561.53
	8325	CLASS OF 2027	547.26	0.00	0.00	0.00	547.26
	8330	CLASS OF 2028	298.97	0.00	0.00	0.00	298.97
	8335	CLASS OF 2029	-788.82	0.00	0.00	0.00	-788.82
	8340	CLASS OF 2030	679.00	60.00	664.37	0.00	74.63
	8345	CLASS OF 2031	1,280.27	0.00	0.00	0.00	1,280.27
	8350	Class of 2032	1,086.99	70.00	0.00	0.00	1,156.99
	8355	CLASS OF 2033	948.67	0.00	0.00	0.00	948.67
	8360	Class of 2034	1,851.74	80.00	0.00	0.00	1,931.74
	8365	CLASS OF 2035	507.18	40.00	0.00	0.00	547.18
		I Totals:	9,798.32	250.00	664.37	0.00	9,383.95
J	YEARBOOK						
	8560	YEARBOOK	3,270.27	1,139.00	0.00	0.00	4,409.27
		J Totals:	3,270.27	1,139.00	0.00	0.00	4,409.27

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2022 to 12/31/2022.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
K	MISCELLANEOUS						
	9000	STUDENT COUNCIL SCHOOL IMPROVMENT FUND	1,304.25	0.00	0.00	0.00	1,304.25
	9025	SAVE THE CHILDREN	300.00	0.00	0.00	0.00	300.00
	9030	AFTERSCHOOL PROGRAM	114,084.82	1,831.75	270.80	0.00	115,645.77
	9031	BEYOND SCHOOL BELL	78,049.21	0.00	1,024.57	0.00	77,024.64
	9035	SIXPENSE	-4,054.88	0.00	0.00	0.00	-4,054.88
	9040	SES BACK PACK PROGRAM	1,492.21	0.00	0.00	0.00	1,492.21
	9045	BUILDING HEALTHY RELATIONSHIPS.	7,736.07	0.00	0.00	0.00	7,736.07
	9050	STAFF INSURANCE PURCHASES	42.80	0.00	7.19	0.00	35.61
	9075	KEY DEPOSITS & RENTAL FEES	9,181.25	635.00	0.00	0.00	9,816.25
	9085	PROFESSIONAL DEVELOPMENT	77.74	0.00	0.00	0.00	77.74
	9095	PARENT INVOLMENT - PRESCHOOL	9,610.00	320.00	0.00	0.00	9,930.00
	9100	BLOOD MOBILE	0.00	0.00	0.00	0.00	0.00
	9105	WELLNESS WARRIORS	4,826.63	0.00	0.00	0.00	4,826.63
	9110	PTO WELLNESS DAY DONATION	-5,948.00	0.00	1,334.00	0.00	-7,282.00
	9115	LUNCH CARD	2,446.05	0.00	0.00	0.00	2,446.05
	9125	TMH	0.00	0.00	0.00	0.00	0.00
	9150	PRINCIPAL	847.36	0.00	0.00	0.00	847.36
	9175	Technology Fee	34,688.00	40.00	496.00	0.00	34,232.00
		K Totals:	254,683.51	2,826.75	3,132.56	0.00	254,377.70
L	SCHOLARSHIPS/MEMORIALS						
	9200	EF TOUR	189.00	0.00	0.00	0.00	189.00
	9500	COLLEGE ACCESS GRANT	912.72	0.00	2,242.36	0.00	-1,329.64
		L Totals:	1,101.72	0.00	2,242.36	0.00	-1,140.64
		SCHUYLER Activity Totals:	562,937.22	32,713.09	36,015.20	0.00	559,635.11

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
SCHUYLER Checking:			32,713.09	36,015.20		
SCHUYLER Investment:						
SCHUYLER Bank Balances:	562,937.22		32,713.09	36,015.20	0.00	559,635.11

Report Activity Totals:	562,937.22	32,713.09	36,015.20	0.00	559,635.11

SCHUYLER COMMUNITY SCHOOLS
Treasurer's Report
Fiscal Year 2023

SCHUYLER COMMUNITY SCHOOLS	**Dec-22**	**YTD**
GENERAL FUND		**2022-2023**
Beginning Cash Balance	**1,626,703.44**	**1,463,175.98**
Receipts:		
Colfax county Local District Tax	120,389.94	4,023,971.47
Butler county Local District Tax	5,449.89	374,441.08
Interest	1,191.38	6,343.92
License Fees		0.00
Rent of Facility		0.00
Categorical Grants	4,129.09	4,129.09
Curriculum Receipts		0.00
Other Local Receipts		0.00
Private grants		0.00
ESU Receipts		0.00
State Aid	482,207.00	1,928,828.00
Special Education	127,749.00	127,749.00
SPED Transportation		0.00
State Apportionment		0.00
Distant Ed Incentive		0.00
Six Pence	126,605.00	170,015.00
Other State Receipts		0.00
High Ability Learner		14,757.00
IDEA ARP Base 0-21		0.00
IDEA ARP Preschool		0.00
IDEA ARP Proportionate Share		0.00
Title 1 Part A	74,817.00	74,817.00
Title I part B		0.00
Title I, SIG		25,450.40
Title II, Part A - Staff		0.00
SPED IDEA Base		0.00
SPED Preschool		0.00
SPED IDEA Part B BASE Enrollment/Poverty	381,558.00	381,558.00
SPED IDEA, Part B Enroll		0.00
SPED Ed IDEA CEIS		0.00
SPED non public		0.00
Medicaid in the Public Schools - MIPS	20,000.48	42,677.88
NASB MEDICAID Reimbursements	7,372.02	15,269.93
Carl Perkins Fund		21,250.00
E-Rate Reimbursement		0.00
Migrant		0.00
Title III		72,129.00
Title III Immigrant		0.00
Peak ILCD/other grants		0.00
21st Century Grant		28,336.00
Title IV A SSAE Grant		0.00
EducationQuest Grant		0.00
ESSERS I		0.00
ESSERS II		499,628.00
Insurance Adjustments		0.00
Sale of Property		0.00
Other Non Revenue		0.00
Transfers in		0.00
Total Receipts	**1,351,468.80**	**7,811,350.77**
Non-program Receipts		
Non-program Receipts		1,680.56
Lunch & Coop Fund Reimbursements	45,743.51	175,181.03
Subtotal	**45,743.51**	**176,861.59**
Transfers from CD		
Transfers IN/OUT Money Market Accounts		0.00

Total Receipts & Transfers	**1,397,212.31**	**7,988,212.36**
General Fund Cash	**3,023,915.75**	**9,451,388.34**
General Fund Disbursements	-1,894,848.59	-8,322,321.18
Transfers In/Out Money Market Accounts		0.00
Prior Period Adjustment (Voided Checks)		0.00
Total Disbursements	**-1,894,848.59**	**-8,322,321.18**
GENERAL FUND Cash Balance	**1,129,067.16**	**1,129,067.16**

SPECIAL BUILDING FUND		
Beginning Cash Balance	**94,791.93**	**160,953.44**
Colfax County Tax Collection	2,398.40	137,053.46
Butler County Tax Collection	111.49	13,122.38
ESSER II		112,500.00
ESSER III		
Sale of Property		0.00
Interest	12.87	152.57
2019 HS Bonds sold		0.00
Sale of Property		0.00
Non-revenue receipts		0.00
Total before non-program receipts	**2,522.76**	**262,828.41**
Non-program Receipts/transfers		300,000.00
Total Monthly Receipts	**2,522.76**	**562,828.41**
Cashed CD's		0.00
Total Building Fund Cash	**97,314.69**	**723,781.85**
Disbursements & Transfers:		
Total Expenditures	(1810.30)	-538277.46
Non-program Expenditures		-90000.00
Total Disbursements	**(1,810.30)**	**-628277.46**
Special Building Fund Ending Balance	**95,504.39**	**95,504.39**

BOND FUND ACCOUNT		
Beginning Balance Pinnacle Bank	**926,231.00**	**596,829.49**
Bond tax collections	5,660.06	334,786.45
Interest	49.04	324.16
		0.00
Total before non-program receipts	**5,709.10**	**335,110.61**
Non-program Receipts/transfers	**110,000.00**	**110,000.00**
Total Monthly Receipts	**115,709.10**	**115,709.10**
Bond Payment		0.00
Expenditures	**-1,034,285.25**	**-1,034,285.25**
Balance bonds	**7,654.85**	**7,654.85**
Beginning Balance - County Treasurer		**0.00**
Old Bond - WW 1993 - Held by Colfax Co Treasurer		0.00
Transfers		0.00
Total Old Bond Balance		**0.00**
Beatrice Bank Holding funds		**0.00**
Total Bond Fund Balance	**7,654.85**	**7,654.85**

DEPRECIATION FUND SAVINGS		
Beginning Balance Checking accounts	**218,207.17**	**230,424.18**
Receipts	**0.00**	0.00
Interest on Money Market Accounts	79.68	262.67
Non-program receipts	0.00	
Total	**218,286.85**	**230,686.85**
Disbursements	0.00	-12,400.00
Transfers		
Non-program disbursements		
Ending Balance Cash account/Money Market Ac	**218,286.85**	**218,286.85**
DEPRECIATION FUND INVESTMENTS:		
Beginning Balance (800011254, 800012522, 583	**87,360.86**	**87,283.82**
CD's		**0.00**
Interest		**77.04**
Ending Balance Investments	**87,360.86**	**87,360.86**
Total Depreciation Funds	**305,647.71**	**305,647.71**
QUALIFIED CAPITAL PURPOSE BONDS		
Beginning balance	**3,752,369.82**	**3,713,856.73**
PINNACLE BANK (initial deposit+interest)		
Colfax County Tax Collections	1,948.73	109,707.80
Butler County Tax Collections	89.17	10,497.66
Interest & Transfers	2,642.29	9,612.79
US Treasury Receipts		112,415.03
Total Monthly Receipts	**4,680.19**	242,233.28
Transfers/Loan repayment		115,000.00
Payments/Disbursements	-119,710.00	-133,750.00
Loans	-110,000.00	-410,000.00
Fund Balance	**3,527,340.01**	**3,527,340.01**
EMPLOYEE BENEFITS FUND		
Beginning Balance	**87,863.52**	**77,197.11**
Deposits	6,034.02	54,138.08
Total Revenue	**93,897.54**	**131,335.19**
Disbursements & Transfers:	-11,571.55	-49,009.20
Ending Balance	**82,325.99**	**82,325.99**
EMPLOYEE BENEFITS FUND INVESTMENTS:		
Beginning Balance (800010018; 55375)	**13,725.13**	**13,714.74**
SCS CD's Interest		10.39
Ending Balance	**13,725.13**	**13,725.13**
Total Employee Benefits Funds Investments	13,725.13	13,725.13
Total Employee Benefits Funds	**96,051.12**	**96,051.12**

SCS STUDENT FEES

Beginning Balance	**87,632.52**	**79,377.52**
Receipts	259.00	10,612.00
Total	**87,891.52**	**89,989.52**
Disbursements	-1,099.00	-3,197.00
Ending Balance	**86,792.52**	**86,792.52**

SCS ACTIVITY FUND

Beginning Balance	**562,986.27**	**579,320.10**
Receipts	32,713.09	174,169.44
Total	**595,699.36**	**753,489.54**
Disbursements	-36,015.20	-193,805.38
Ending Balance	**559,684.16**	**559,684.16**

Lunch Fund

Beginning Balance Checking accounts	**464,666.87**	**528,169.53**
Receipts	173128.09	550,946.58
Interest	44.40	100.04
non-program receipts		0.00
Total Cash	**637,839.36**	**1,079,216.15**
Disbursements	-139,438.78	-580,815.57
non-program expenses		0.00
Total Expenditures	-139,438.78	-580,815.57
Total Lunch Funds	**498,400.58**	**498,400.58**

SCS COOPERATIVE FUND

Beginning Balance	**9,577.55**	**18,714.61**
Receipts	7,625.37	29,509.64
Total	**17,202.92**	**48,224.25**
Disbursements	-10,429.96	-41,451.29
Ending Balance	**6,772.96**	**6,772.96**

Submitted By:

Charles P. Misek, Treasurer

SCHUYLER COMMUNITY SCHOOLS

Revenue Summary Report

FY 2023

For the Month of DECEMBER 2022

Account	BUDGET 2022-23	Dec-22	2022-23 YTD TOTALS	Percent Collected
Tax Collections	14,041,604.00	125,839.83	4,398,412.55	31.32%
Tuition Rec'd Other Districts	-		-	0.00%
Interest earned on Local Receipts	1,000.00	1,191.38	6,343.92	634.39%
CD Interest	7,500.00		-	0.00%
License Fee	3,500.00		-	0.00%
Community Service Activities	3,000.00		-	0.00%
Grants from Corp & other private	-	4,129.09	4,129.09	
Other Local Receipts	19,118.00		-	0.00%
ESU Receipts	2,000.00		-	0.00%
State Aid	4,862,160.00	482,207.00	1,928,828.00	39.67%
Sp Ed Programs	558,000.00	127,749.00	127,749.00	22.89%
Sp Ed Transportation	4,000.00		-	0.00%
State Apportionment	200,482.00		-	0.00%
Other State/Distance Learning Education			-	
High Ability Learner	6,500.00		14,757.00	227.03%
Six Pence	335,000.00	126,605.00	170,015.00	50.75%
Other State	5,000.00		-	0.00%
Title I, Part A	200,000.00	74,817.00	74,817.00	0.00%
Title I, part B	400,000.00		-	0.00%
Title I - School Improvement Grant			25,450.40	0.00%
Title IIA	140,000.00		-	0.00%
Title IIA, ESU7 Consortium	-		-	0.00%
IDEA ARP Base 0-21				0.00%
IDEA ARP Preschool				0.00%
IDEA ARP Proportionate Share				0.00%
IDEA, to age 5	82,576.00		-	0.00%
Sp Ed - Base	250,000.00		-	0.00%
IDEA Part B Base Enrollment Poverty	352,921.00	381,558.00	381,558.00	108.11%
Sp Ed-Part B Funds Enrollment	47,595.00		-	0.00%
Sp Ed - CEIS	45,000.00		-	0.00%
Sp Ed - Non public			-	0.00%
Medicaid in Public schools	10,000.00	20,000.48	42,677.88	0.00%
NASB NEBMAC MEDICAID	40,000.00	7,372.02	15,269.93	38.17%
Carl Perkins	5,000.00		21,250.00	425.00%
E-Rate Reimbursement	57,000.00		-	0.00%
Migrant	-		-	
Title III	80,000.00		72,129.00	90.16%
Title III Immigrant	4,575.00		-	0.00%
Peak ILCD/other grants	425.00		-	0.00%
21st Century Grant	272,109.00		28,336.00	10.41%
Title IV-A SSAE	-		-	#DIV/0!
ESSERS II	750,000.00		499,628.00	66.62%
ESSERS III	1,250,000.00		-	0.00%
Education Quest	-		-	0.00%
Scott Grant - Child Well Being			-	
Debt Services			-	0.00%
Insurance Adjustments	-		-	0.00%
Sale of Property	-		-	0.00%
Other Non Revenue Receipts			-	0.00%
Total Program Receipts	**24,036,065.00**	**1,351,468.80**	**7,811,350.77**	32.50%

Non Program Receipts				
Non Program Receipts	-		1,680.56	
Lunch, Coop Payroll or Reimb	-	45,743.51	175,181.03	
	-			
Total Receipts	**24,036,065.00**	**1,397,212.31**	**7,988,212.36**	
Total Budgeted Beginning Cash	1,463,175.98			
Total Resources Available	**25,499,240.98**			
Audit adjustments				
OTHER FUND RECEIPTS				
Depreciation Fund Receipts	600,000.00	79.68	339.71	0.06%
Employee Benefits Fund Receipts	145,560.00	6,034.02	54,148.47	
Qualified Capital Purpose Fund	400,000.00	4,680.19	267,233.28	66.81%
Activities Fund Receipts	600,000.00	32,713.09	174,169.44	29.03%
Lunch Fund Receipts	1,700,000.00	173,172.49	551,046.62	32.41%
Bond Fund	2,000,000.00	5,709.10	335,110.61	16.76%
Special Bldg Fund	1,100,000.00	2,522.76	262,828.41	23.89%
Cooperative Fund	175,000.00	7,625.37	29,509.64	16.86%
Student Fee Receipts	30,000.00	259.00	10,612.00	35.37%
TOTAL OTHER FUND RECEIPTS	**6,750,560.00**	**232,795.70**	**1,684,998.18**	
Beginning Balances	6,071,481.29			
TOTAL SCS FUND RECEIPTS	**38,321,282.27**	**1,630,008.01**	**9,673,210.54**	
Transfer				
General Fund	-		-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund			90,000.00	
Activity Fund			-	
Lunch Fund			-	
Bond Fund		110,000.00	110,000.00	
Special Building Fund			300,000.00	
Cooperative Fund				
Student Fees Fund			-	
TOTAL TRANSFERS		**110,000.00**	**500,000.00**	
TOTAL SCS RECEIPTS WITH TRANSFERS		**1,740,008.01**	**10,173,210.54**	

SCHUYLER COMMUNITY SCHOOLS
EXPENDITURE SUMMARY
FISCAL YEAR 2023
Monthly Expenditures

Account	2022-23 Budget	Dec-22	YTD 2022-23	Percent 2022-23
Regular Instructional Programs	12,049,546.00	874,500.35	3,707,560.26	30.77%
Special Education Instructional Programs	1,500,000.00	180,326.56	717,584.47	47.84%
Summer School	42,000.00	-	-	0.00%
Support Services-Pupils	800,000.00	62,275.25	248,342.74	31.04%
OT/PT/Speech/Vision	370,000.00	26,067.22	91,395.98	24.70%
Support Services-Staff	1,000,000.00	79,999.11	401,977.19	40.20%
General Administration	600,000.00	32,571.59	166,298.45	39.87%
Office Of The Principal	1,100,000.00	105,516.74	438,515.99	35.41%
Support Services-Business	250,800.00	36,902.81	88,807.08	35.41%
Furniture and Equipment	36,400.00	-	-	0.00%
Personnel Services	15,000.00	-	305.00	2.03%
Support Services-Maintenance & Operation	2,293,676.00	162,896.27	887,109.38	38.68%
Support Services-Pupil Transportation	275,320.00	14,860.22	84,951.48	30.86%
Community Services	90,000.00	6,734.88	26,879.20	29.87%
State Categorical Programs	485,400.00	27,200.88	111,765.58	23.03%
Building	200,000.00	-	84,950.00	
Federal Programs	2,795,423.00	239,253.20	1,089,016.79	38.96%
Debt Service	32,500.00	-	-	0.00%
Transfers	100,000.00	-	-	0.00%
Total Program Expenditures	**24,036,065.00**	**1,849,105.08**	**8,145,459.59**	**33.89%**
Non Prog. Expenditures - Misc			1,680.56	
Non Prog. Expenditures - Lunch & Coop		45,743.51	175,181.03	
Total Expenditures	**24,036,065.00**	**1,894,848.59**	**8,322,321.18**	
Budgeted Cash Reserve	3,000,000.00			
Total Requirements	**27,036,065.00**	**1,894,848.59**	**8,322,321.18**	
OTHER FUND DISBURSEMENTS				
Depreciation Fund Disbursements	850,000.00	-	12,400.00	1.46%
Employee Benefits Fund Disbursements	145,560.00	11,571.55	49,009.20	33.67%
Qualified Capital Purpose Fund	4,860,000.00	119,710.00	133,750.00	2.75%
Activities Fund Disbursements	600,000.00	36,015.20	193,805.38	32.30%
Lunch Fund Disbursements	1,700,000.00	139,438.78	580,815.57	34.17%
Bond Fund	2,000,000.00	1,034,285.25	1,034,285.25	51.71%
Special Bldg Fund Disbursements	1,100,000.00	1,810.30	538,277.46	48.93%
Cooperative	175,000.00	10,429.96	41,451.29	23.69%
Student Fee Disbursements	100,000.00	1,099.00	3,197.00	3.20%
	11,530,560.00	1,354,360.04	2,586,991.15	22.44%
Other fund Cash Reserves				
TOTAL DISTRICT'S DISBURSEMENTS	**38,566,625.00**	**3,249,208.63**	**10,909,312.33**	
Transfer funds				
General Fund			-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund		110,000.00	410,000.00	
Activity Fund			-	
Lunch Fund Transfers			-	
Bond Fund			-	
Special Building Fund			90,000.00	
Cooperative Fund			-	
Student Fees Fund			-	
Transfer funds		**110,000.00**	**500,000.00**	
TOTAL DISTRICT EXPENDITURES		**3,359,208.63**	**11,409,312.33**	

SCHUYLER COMMUNITY SCHOOLS
LUNCH PROGRAM
BUDGET TO ACTUAL
FISCAL YEAR 2023

Receipts:	**Budget 2022-2023**	**December 2022**	**YTD Actual 2022-2023**	**% of Budget**
Sale of Meals	50,000.00	12,858.43	78,604.23	157.21%
Interest	100.00	44.40	100.04	100.04%
State Reimbursement	10,000.00		5,815.30	58.15%
Federal Reimbursement	1,639,400.00	160,269.66	466,527.05	28.46%
Other Income	500.00		0.00	0.00%
Other Non-Revenue Income	0.00		0.00	
Transfer	0.00		0.00	
Non-program receipts	0.00		0.00	0.00%
Total Receipts	**1,700,000.00**	**173,172.49**	**551,046.62**	**32.41%**
Beginning Cash	528,169.53			
Transfer between accts				
Total Receipts & Beg. Cash	**2,228,169.53**			
Expenditures				
Regular Salaries	388,000.00	34,001.92	128,792.84	33.19%
Substitute Salaries	55,000.00	4,341.01	16,795.30	30.54%
Employee Benefits	250,000.00	16,361.33	66,381.11	26.55%
Contracted Services	1,000.00		0.00	0.00%
Gas & Van Service	1,500.00	113.63	379.84	25.32%
Food	780,000.00	70,971.97	323,517.37	41.48%
Software	10,000.00		0.00	0.00%
Supplies & Materials	120,000.00	13,648.92	38,406.83	32.01%
Equipment	71,500.00		0.00	0.00%
Equipment Repair	20,000.00		6,113.53	30.57%
Miscellaneous	3,000.00		0.00	0.00%
Non-program Expenditures	0.00		0.00	
Total Expenditures	**1,700,000.00**	**139,438.78**	**580,386.82**	**34.14%**
Necessary Cash Reserves	**0.00**			
TOTAL REQUIREMENTS	**1,700,000.00**			
Transfers back between accts				
Revenue over Expenses		**33,733.71**	**-29,340.20**	

REVENUE REPORT	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%	2020-21	%	2021-22	%	2022-23	%
September Total	**$3,777,399.57**	**18.11%**	**$3,834,741.76**	**18.88%**	**$4,269,068.23**	**21.29%**	**$4,203,426.68**	**19.61%**	**$4,094,118.24**	**18.66%**	**$4,232,590.23**	**18.18%**	**$4,088,783.55**	**17.01%**	**$3,704,665.73**	**15.41%**
Local/County	$3,296,850.19	25.42%	$3,244,512.16	24.10%	$3,616,567.87	24.80%	$3,871,636.68	25.65%	$3,604,268.24	24.38%	$3,774,311.58	23.66%	$3,590,873.55	23.86%	$2,625,251.33	17.44%
State	$406,284.76	7.95%	$405,292.50	8.03%	$318,484.56	8.39%	$327,782.00	7.31%	$440,597.00	8.66%	$411,943.00	7.49%	$486,216.00	7.60%	$482,207.00	7.53%
Federal	$74,077.43	2.66%	$184,795.20	10.34%	$334,015.80	20.00%	$4,008.00	0.22%	$49,218.00	3.17%	$46,228.00	2.53%	$11,694.00	0.45%	$597,207.40	23.19%
Other	$187.19	1.87%	$141.90	1.42%		0.00%		0.00%	$35.00	0.01%	$107.65	1.08%	$0.00	0.00%		0.00%
October Total	**$919,934.61**	**22.52%**	**$800,032.03**	**22.82%**	**$812,931.69**	**25.34%**	**$681,958.11**	**22.79%**	**$1,377,824.61**	**24.94%**	**$816,726.35**	**21.68%**	**$1,309,149.75**	**22.46%**	**$2,002,304.76**	**23.74%**
Local/County	$465,936.95	29.02%	$353,056.80	26.72%	$334,446.13	27.10%	$325,062.51	27.80%	$596,074.99	28.41%	$351,235.35	25.86%	$354,232.75	26.21%	$1,396,526.45	26.72%
State	$444,247.15	16.65%	$416,054.50	16.27%	$284,749.00	15.89%	$341,484.00	14.93%	$391,391.00	16.34%	$424,550.00	15.21%	$574,123.00	16.57%	$525,617.00	15.75%
Federal	$9,750.51	3.02%	$30,675.73	12.06%	$193,736.56	31.60%	$15,411.60	1.05%	$390,312.22	28.31%	$40,941.00	4.78%	$380,794.00	15.24%	$80,161.31	26.31%
Other	$0.00	1.87%	$245.00	3.87%		0.00%		0.00%	$46.40	0.02%	$0.00	1.08%	$0.00	0.00%		0.00%
November Total	**$841,237.42**	**26.56%**	**$934,567.57**	**27.42%**	**$404,661.44**	**27.36%**	**$647,571.18**	**25.81%**	**$771,613.90**	**28.46%**	**$1,169,477.55**	**26.71%**	**$778,844.35**	**25.70%**	**$752,911.48**	**26.88%**
Local/County	$115,861.20	29.91%	$158,699.52	27.90%	$111,941.11	27.87%	$179,813.65	28.99%	$197,185.63	29.74%	$258,451.54	27.48%	$183,859.95	27.43%	$255,947.48	28.42%
State	$0.00	16.65%	$405,292.50	24.30%	$274,019.00	23.11%	$327,782.00	22.24%	$468,434.00	25.55%	$414,614.00	22.75%	$499,929.00	24.38%	$496,964.00	23.51%
Federal	$723,064.57	29.03%	$370,575.55	32.80%	$7,103.33	32.03%	$139,975.53	8.62%	$105,878.47	35.13%	$496,412.01	31.98%	$95,055.40	18.93%	$0.00	26.31%
Other	$2,311.65	24.99%	$0.00	3.87%	$11,598.00	115.98%		0.00%	$115.80	0.04%	$0.00	1.08%	$0.00	0.00%		0.00%
December Total	**$1,243,678.07**	**32.52%**	**$863,838.51**	**31.68%**	**$683,867.94**	**30.77%**	**$745,256.34**	**29.28%**	**$896,769.14**	**32.55%**	**$827,976.41**	**30.26%**	**$1,008,598.43**	**29.89%**	**$1,351,468.80**	**32.50%**
Local/County	$307,081.16	32.28%	$266,290.80	29.88%	$264,179.54	29.68%	$295,771.34	30.95%	$92,217.14	30.37%	$289,567.41	29.30%	$340,675.08	29.70%	$131,160.30	29.29%
State	$914,854.52	34.57%	$405,292.50	32.33%	$395,674.00	33.54%	$449,485.00	32.27%	$492,476.00	35.22%	$537,909.00	32.53%	$631,852.00	34.25%	$736,561.00	35.02%
Federal	$14,668.35	29.55%	$192,255.21	43.56%	$24,014.40	33.47%	$0.00	8.62%	$312,026.00	55.23%	$500.00	32.00%	$36,034.67	20.33%	$483,747.50	45.09%
Other	$7,074.04	95.73%	$0.00	3.87%	$0.00	115.98%	$0.00	0.00%	$50.00	0.05%	$0.00	1.08%	$36.68	0.37%		0.00%
January total	**$2,258,459.02**	**43.35%**	**$1,894,173.38**	**41.00%**	**$2,829,527.97**	**44.88%**	**$2,143,935.43**	**39.29%**	**$1,990,036.12**	**41.62%**	**$2,190,774.94**	**39.67%**	**$2,153,615.69**	**38.85%**	**$0.00**	**32.50%**
Local/County	$1,324,921.74	42.50%	$1,361,047.88	39.98%	$1,549,462.72	40.31%	$1,456,969.16	40.60%	$1,494,719.34	40.48%	$1,567,644.21	39.13%	$1,473,100.69	39.48%		29.29%
State	$931,190.66	52.80%	$522,738.50	42.68%	$521,133.00	47.27%	$587,974.82	45.39%	$492,476.00	44.89%	$537,393.00	42.30%	$615,573.00	43.87%		35.02%
Federal	$2,346.62	29.64%	$3,497.12	43.75%	$758,932.25	78.91%	$98,991.45	13.97%	$2,840.78	55.41%	$85,737.73	36.70%	$64,942.00	22.86%		45.09%
Other		95.73%	$6,889.88	72.77%		115.98%	$0.00	0.00%	$0.00	0.05%	$0.00	1.08%	$0.00	0.37%		0.00%
February Total	**$852,443.43**	**47.44%**	**$1,182,532.68**	**46.82%**	**$968,000.97**	**49.70%**	**$1,506,024.77**	**46.31%**	**$1,099,000.32**	**46.63%**	**$2,243,195.36**	**49.30%**	**$1,592,725.02**	**45.48%**	**$0.00**	**32.50%**
Local/County	$262,178.17	44.52%	$285,384.80	42.10%	$346,579.55	42.68%	$484,057.23	43.81%	$309,750.97	42.57%	$760,830.20	43.90%	$751,788.22	44.48%		29.29%
State	$523,430.65	63.05%	$735,559.01	57.25%	$621,370.07	63.64%	$680,247.54	60.56%	$769,209.02	60.01%	$897,669.16	58.62%	$818,721.34	56.66%		35.02%
Federal	$66,834.61	32.04%	$161,430.75	52.79%		78.91%	$341,720.00	32.45%	$20,040.33	56.70%	$584,696.00	68.74%	$22,215.46	23.72%		45.09%
Other		95.73%	$158.12	74.35%	$51.35	116.49%		0.00%		0.05%	$0.00	1.08%	$0.00	0.37%		0.00%
March total	**$1,513,121.85**	**54.70%**	**$876,612.25**	**51.14%**	**$1,614,261.92**	**57.75%**	**$1,197,908.35**	**51.90%**	**$1,576,841.46**	**53.81%**	**$1,566,761.98**	**56.03%**	**$1,997,986.68**	**53.79%**	**$0.00**	**32.50%**
Local/County	$485,798.34	48.27%	$343,463.17	44.65%	$874,833.73	48.68%	$735,622.34	48.68%	$1,050,597.26	49.68%	$970,560.69	49.98%	$960,505.43	50.86%		29.29%
State	$500,780.51	72.85%	$523,290.50	67.62%	$505,145.00	76.95%	$451,351.00	70.63%	$505,545.00	69.94%	$536,088.00	68.37%	$807,481.00	69.28%		35.02%
Federal	$515,712.32	50.59%	$9,786.44	53.33%	$232,369.39	92.82%	$10,874.49	33.03%	$20,699.20	58.04%	$56,529.99	71.84%	$230,000.25	32.65%		45.09%
Other	$10,830.68	204.04%	$72.14	75.07%	$1,913.80	135.63%	$60.52	0.61%		0.05%	$3,583.30	36.91%	$0.00	0.37%		0.00%
April Total	**$2,030,684.75**	**64.43%**	**$2,508,145.70**	**63.49%**	**$1,882,637.98**	**67.14%**	**$1,790,266.77**	**60.25%**	**$2,828,317.75**	**66.71%**	**$2,043,657.09**	**64.81%**	**$2,185,388.94**	**62.89%**	**$0.00**	**32.50%**
Local/County	$1,277,509.82	58.12%	$1,354,835.34	54.72%	$1,226,461.20	57.09%	$1,335,750.77	57.53%	$1,389,422.05	59.08%	$1,503,081.09	59.40%	$1,490,865.94	60.77%		29.29%
State	$509,797.76	82.83%	$530,337.50	78.12%	$130,411.00	80.39%	$452,516.00	80.72%	$566,734.00	81.07%	$540,576.00	78.20%	$93,185.00	70.74%		35.02%
Federal	$243,077.17	59.34%	$619,472.86	88.00%	$525,765.78	124.31%	$2,000.00	33.14%	$872,161.70	114.21%	$0.00	71.84%	$601,338.00	56.00%		45.09%
Other	$300.00	207.04%	$3,500.00	110.07%		135.63%		0.61%		0.05%		36.91%	$0.00	0.37%		0.00%
May Total	**$4,701,494.65**	**86.98%**	**$5,182,724.79**	**89.01%**	**$5,392,764.13**	**94.03%**	**$4,923,775.77**	**83.22%**	**$4,918,720.22**	**89.13%**	**$5,854,040.48**	**89.95%**	**$6,349,415.01**	**89.30%**	**$0.00**	**32.50%**
Local/County	$3,802,993.88	87.45%	$4,437,550.99	87.67%	$4,713,266.24	89.42%	$4,459,175.77	87.07%	$4,407,221.22	88.89%	$4,608,631.48	88.30%	$4,545,005.74	90.96%		29.29%
State	$556,121.29	93.72%	$516,629.50	88.35%	$674,811.00	98.17%	$449,702.00	90.76%	$506,613.00	91.02%	$557,564.00	88.33%	$1,112,100.00	88.11%		35.02%
Federal	$342,379.48	71.65%	$223,752.87	100.52%	$4,686.89	124.59%	$14,898.00	33.95%	$4,886.00	114.53%	$687,845.00	109.53%	$692,099.27	82.88%		45.09%
Other		207.04%	$4,791.43	157.98%		135.63%		0.61%		0.05%		36.91%	$210.00	2.47%		0.00%
June Total	**$1,493,688.04**	**94.14%**	**$1,400,905.70**	**95.91%**	**$594,899.27**	**97.00%**	**$1,384,220.99**	**89.67%**	**$1,331,886.96**	**95.20%**	**$1,090,902.12**	**94.63%**	**$963,504.53**	**93.31%**	**$0.00**	**32.50%**
Local/County	$863,965.74	94.11%	$577,183.40	91.96%	$253,977.33	91.16%	$659,670.31	91.44%	$676,798.45	93.47%	$406,931.81	90.85%	$328,257.53	93.14%		29.29%
State	$526,569.77	104.03%	$795,801.97	104.12%	$339,195.00	107.11%	$508,033.00	102.09%	$551,800.00	101.86%	$645,960.00	100.08%	$635,247.00	98.04%		35.02%
Federal	$102,986.09	75.36%	$27,920.33	102.08%	$1,600.00	124.68%	$216,517.68	45.66%	$103,133.26	121.17%	$38,010.31	111.61%	$0.00	82.88%		45.09%
Other	$166.44	208.70%	$0.00	157.98%	$126.94	136.90%		0.61%	$155.25	0.08%		36.91%	$0.00	2.47%		0.00%
July Total	**$229,587.05**	**95.24%**	**$179,037.44**	**96.79%**	**$73,390.13**	**97.36%**	**$732,262.67**	**93.09%**	**$368,265.57**	**96.88%**	**$201,530.27**	**95.50%**	**$305,222.42**	**94.58%**	**$0.00**	**32.50%**
Local/County	$103,610.47	94.91%	$135,494.63	92.97%	$17,969.13	91.29%	$216,886.67	92.87%	$216,245.57	94.93%	$192,530.27	92.06%	$170,352.17	94.28%		29.29%
State	$0.00	104.03%	$0.00	104.12%	$0.00	107.11%	$102,387.00	104.37%	$152,020.00	104.85%	$0.00	100.08%	$104,169.00	99.67%		35.02%
Federal	$119,497.83	79.66%	$15,039.00	102.93%	$55,421.00	128.00%	$412,989.00	67.99%	$0.00	121.17%	$9,000.00	112.10%	$30,701.25	84.07%		45.09%
Other	$6,478.75	273.49%	$28,503.81	443.02%		136.90%		0.61%		0.08%	$0.00	36.91%	$0.00	2.47%		0.00%
August Total	**$1,249,431.71**	**101.23%**	**$314,415.70**	**98.34%**	**$1,434,937.34**	**104.52%**	**$912,684.24**	**97.34%**	**$877,724.29**	**100.88%**	**$1,164,008.47**	**100.50%**	**$341,967.99**	**96.00%**	**$0.00**	**32.50%**
Local/County	$830,622.55	101.31%	$130,881.70	93.94%	$880,456.63	97.33%	$762,004.02	97.92%	$831,731.44	100.55%	$964,592.79	98.10%	$332,211.13	96.48%		29.29%
State	$56,784.53	105.14%		104.12%	$123,161.60	110.35%	$0.00	104.37%	$0.00	104.85%	$0.00	100.08%	$9,756.86	99.82%		35.02%
Federal	$283,118.59	89.84%	$183,534.00	113.20%	$431,319.11	153.83%	$146,946.22	75.93%	$44,252.85	124.02%	$199,415.68	123.03%		84.07%		45.09%
Other	$78,906.04	1062.55%		443.02%		136.90%	$3,734.00	37.95%	$1,740.00	0.42%	$0.00	36.91%		2.47%		0.00%
Total Received	**$21,111,160.17**	**101.23%**	**$19,971,727.51**	**98.34%**	**$20,960,949.01**	**104.52%**	**$20,869,291.30**	**97.34%**	**$22,131,118.58**	**100.88%**	**$23,401,641.25**	**100.50%**	**$23,075,202.36**	**96.00%**	**$7,811,350.77**	**32.50%**
Total Budgeted	**$20,854,313.00**		**$20,309,772.00**		**$20,055,234.00**		**$21,438,519.00**		**$21,938,519.00**		**$23,286,065.00**		**$24,036,065.00**		**$24,036,065.00**	
Local/County Budgeted	$12,967,000.00		$13,464,451.00		$14,580,040.00		$15,096,341.00		$14,784,334.00		$15,951,065.00		$15,051,065.00		$15,051,065.00	
State Budgeted	$5,107,423.00		$5,048,400.00		$3,795,194.00		$4,482,678.00		$5,090,531.00		$5,500,000.00		$6,400,000.00		$6,400,000.00	
Federal Budgeted	$2,779,889.00		$1,786,921.00		$1,670,000.00		$1,849,500.00		$1,552,500.00		$1,825,000.00		$2,575,000.00		$2,575,000.00	
Others Budgeted	$10,000.00		$10,000.00		$10,000.00		$10,000.00		$511,154.00		$10,000.00		$10,000.00		$10,000.00	
Over/Under	**256,847.17**	**1.23%**	**(338,044.49)**	**-1.66%**	**905,715.01**	**4.52%**	**(569,227.70)**	**-2.66%**	**192,599.58**	**0.88%**	**115,576.25**	**0.50%**	**(960,862.64)**	**-4.00%**	**(16,224,714.23)**	**-67.50%**

EXPENDITURE REPORT	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%	2020-21	%	2021-22	%	2022-23	%
September Total	**$1,546,839.29**	**7.73%**	**$1,539,984.51**	**7.57%**	**$1,543,208.42**	**7.56%**	**$1,682,014.98**	**7.85%**	**$1,776,080.23**	**8.10%**	**$1,912,853.42**	**8.21%**	**$1,973,201.98**	**8.21%**	**$2,104,391.32**	**8.76%**
Payroll and Benefits	$1,254,278.80	7.56%	$1,406,961.65	8.15%	$1,463,973.67	8.48%	$1,477,573.31	8.23%	$1,552,280.21	8.90%	$1,613,967.73	9.16%	$1,689,751.20	8.78%	$1,735,304.53	8.94%
Accounts Payable	$292,560.49	8.60%	$133,022.86	4.31%	$79,234.75	2.53%	$204,441.67	5.87%	$223,800.02	4.97%	$298,885.69	5.27%	$283,450.78	6.09%	$369,086.79	8.24%
October Total	**$1,643,562.29**	**15.95%**	**$1,672,110.74**	**15.78%**	**$1,769,382.25**	**16.24%**	**$1,798,070.83**	**16.23%**	**$1,750,705.33**	**16.08%**	**$1,812,215.99**	**16.00%**	**$1,891,424.87**	**16.08%**	**$1,969,077.53**	**16.95%**
Payroll and Benefits	$1,308,199.96	15.44%	$1,373,032.01	16.10%	$1,411,494.27	16.66%	$1,418,571.45	16.13%	$1,485,990.30	17.42%	$1,544,950.35	17.94%	$1,633,574.32	17.28%	$1,695,251.65	17.67%
Accounts Payable	$335,362.33	18.47%	$299,078.73	14.00%	$357,887.98	13.93%	$379,499.38	16.76%	$264,715.03	10.85%	$267,265.64	9.98%	$257,850.55	11.63%	$273,825.88	14.36%
November Total	**$1,538,076.50**	**23.64%**	**$1,797,062.78**	**24.61%**	**$1,691,421.13**	**24.53%**	**$1,880,881.44**	**25.01%**	**$1,964,465.29**	**25.03%**	**$2,112,287.67**	**25.07%**	**$2,040,049.21**	**24.57%**	**$2,222,885.66**	**26.20%**
Payroll and Benefits	$1,306,456.33	23.31%	$1,357,595.11	23.97%	$1,408,770.79	24.82%	$1,450,737.77	24.21%	$1,513,333.46	26.10%	$1,535,593.64	26.66%	$1,624,634.93	25.72%	$1,657,221.65	26.21%
Accounts Payable	$231,620.17	25.28%	$439,467.67	28.23%	$282,650.34	22.94%	$430,143.67	29.11%	$451,131.83	20.87%	$576,694.03	20.14%	$415,414.28	20.55%	$565,664.01	26.99%
December Total	**$1,503,918.41**	**31.16%**	**$1,573,314.08**	**32.34%**	**$1,587,829.31**	**32.31%**	**$1,690,389.95**	**32.89%**	**$1,750,121.38**	**33.01%**	**$1,777,214.42**	**32.70%**	**$1,999,317.48**	**32.88%**	**$1,849,105.08**	**33.89%**
Payroll and Benefits	$1,293,460.90	31.10%	$1,352,358.36	31.80%	$1,411,764.26	32.99%	$1,453,747.63	32.31%	$1,493,938.48	34.67%	$1,539,049.71	35.40%	$1,633,336.28	34.21%	$1,668,594.56	34.80%
Accounts Payable	$210,457.51	31.47%	$220,955.72	35.39%	$176,065.05	28.56%	$236,642.32	35.90%	$256,182.90	26.56%	$238,164.71	24.33%	$365,981.20	28.41%	$180,510.52	31.02%
January total	**$1,478,112.93**	**38.55%**	**$1,575,058.75**	**40.08%**	**$1,633,516.52**	**40.32%**	**$1,704,823.80**	**40.84%**	**$1,853,600.58**	**41.46%**	**$1,756,679.25**	**40.24%**	**$2,029,387.73**	**41.33%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,298,596.35	38.92%	$1,388,499.67	39.84%	$1,438,173.00	41.32%	$1,477,790.55	40.54%	$1,535,612.56	43.48%	$1,577,529.06	44.35%	$1,659,744.67	42.84%		34.80%
Accounts Payable	$179,516.58	36.75%	$186,559.08	41.43%	$195,343.52	34.78%	$227,033.25	42.41%	$317,988.02	33.62%	$179,150.19	27.49%	$369,643.06	36.35%		31.02%
February Total	**$1,526,340.07**	**46.18%**	**$1,596,272.75**	**47.93%**	**$1,649,623.40**	**48.40%**	**$1,725,930.50**	**48.89%**	**$1,704,430.45**	**49.23%**	**$1,758,843.04**	**47.80%**	**$1,861,598.25**	**49.07%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,291,244.15	46.70%	$1,349,013.62	47.66%	$1,391,119.52	49.38%	$1,435,662.72	48.53%	$1,500,331.65	52.08%	$1,533,400.12	53.06%	$1,617,528.31	51.25%		34.80%
Accounts Payable	$235,095.92	43.67%	$247,259.13	49.44%	$258,503.88	43.02%	$290,267.78	50.74%	$204,098.80	38.16%	$225,442.92	31.46%	$244,069.94	41.59%		31.02%
March total	**$1,604,907.73**	**54.21%**	**$1,628,284.06**	**55.93%**	**$1,643,416.11**	**56.46%**	**$1,701,819.92**	**56.83%**	**$1,753,060.01**	**57.22%**	**$1,996,937.55**	**56.37%**	**$1,927,465.19**	**57.09%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,333,219.78	54.73%	$1,385,812.13	55.68%	$1,420,120.87	57.61%	$1,443,608.06	56.58%	$1,518,851.10	60.79%	$1,567,073.03	61.96%	$1,643,021.04	59.79%		34.80%
Accounts Payable	$271,687.95	51.66%	$242,471.93	57.30%	$223,295.24	50.14%	$258,211.86	58.16%	$234,208.91	43.36%	$429,864.52	39.04%	$284,444.15	47.70%		31.02%
April Total	**$1,393,336.22**	**61.18%**	**$1,605,283.97**	**63.82%**	**$1,595,748.63**	**64.28%**	**$1,644,321.37**	**64.50%**	**$1,719,549.38**	**65.05%**	**$1,782,401.82**	**64.03%**	**$1,861,537.64**	**64.84%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,295,557.89	62.54%	$1,349,987.19	63.50%	$1,392,441.45	65.67%	$1,416,457.92	64.46%	$1,465,501.95	69.20%	$1,551,494.35	70.77%	$1,625,219.03	68.24%		34.80%
Accounts Payable	$97,778.33	54.53%	$255,296.78	65.57%	$203,307.18	56.62%	$227,863.45	64.70%	$254,047.43	49.00%	$230,907.47	43.11%	$236,318.61	52.78%		31.02%
May Total	**$1,590,118.89**	**69.13%**	**$1,772,744.18**	**72.53%**	**$1,920,226.07**	**73.69%**	**$1,907,569.73**	**73.40%**	**$1,780,342.83**	**73.17%**	**$1,947,895.58**	**72.39%**	**$2,088,419.36**	**73.52%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,288,718.16	70.30%	$1,328,667.38	71.20%	$1,403,191.42	73.80%	$1,434,293.62	72.45%	$1,447,628.60	77.50%	$1,546,711.69	79.55%	$1,607,578.01	76.60%		34.80%
Accounts Payable	$301,400.73	63.40%	$444,076.80	79.95%	$517,034.65	73.10%	$473,276.11	78.28%	$332,714.23	56.39%	$401,183.89	50.18%	$480,841.35	63.10%		31.02%
June Total	**$1,905,598.30**	**78.65%**	**$1,913,859.70**	**81.93%**	**$1,934,814.67**	**83.18%**	**$2,007,087.28**	**82.76%**	**$1,956,589.81**	**82.09%**	**$2,113,652.77**	**81.47%**	**$2,072,171.94**	**82.15%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,310,032.08	78.19%	$1,363,166.89	79.10%	$1,410,864.62	81.97%	$1,439,871.60	80.47%	$1,472,278.74	85.94%	$1,540,498.86	88.30%	$1,624,456.97	85.05%		34.80%
Accounts Payable	$595,566.22	80.91%	$550,692.81	97.79%	$523,950.05	89.81%	$567,215.68	94.56%	$484,311.07	67.15%	$573,153.91	60.27%	$447,714.97	72.72%		31.02%
July Total	**$1,522,654.33**	**86.27%**	**$1,670,132.49**	**90.14%**	**$1,664,126.84**	**91.34%**	**$1,810,156.40**	**91.21%**	**$1,724,746.83**	**89.95%**	**$2,162,325.35**	**90.76%**	**$2,193,971.88**	**91.27%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,306,272.91	86.06%	$1,366,690.15	87.01%	$1,397,327.62	90.07%	$1,433,090.84	88.45%	$1,498,573.49	94.54%	$1,533,144.58	97.01%	$1,606,026.37	93.40%		34.80%
Accounts Payable	$216,381.42	87.28%	$303,442.34	107.62%	$266,799.22	98.31%	$377,065.56	105.38%	$226,173.34	72.18%	$629,180.77	71.36%	$587,945.51	85.35%		31.02%
August Total	**$2,255,212.34**	**97.54%**	**$1,643,692.26**	**98.22%**	**$1,763,664.53**	**99.98%**	**$1,869,245.30**	**99.92%**	**$2,197,232.90**	**99.97%**	**$2,139,914.59**	**99.94%**	**$2,088,033.79**	**99.96%**	**$0.00**	**33.89%**
Payroll and Benefits	$1,327,324.79	94.06%	$1,335,378.74	94.75%	$1,398,339.51	98.17%	$1,423,449.07	96.38%	$1,457,211.83	102.90%	$1,552,440.74	105.82%	$1,551,642.28	101.46%		34.80%
Accounts Payable	$927,887.55	114.57%	$308,313.52	117.61%	$365,325.02	109.96%	$445,796.23	118.18%	$740,021.07	88.61%	$587,473.85	81.71%	$536,391.51	96.87%		31.02%
Total Expended	**$19,508,677.30**	**97.54%**	**$19,987,800.27**	**98.22%**	**$20,396,977.88**	**99.98%**	**$21,422,311.50**	**99.92%**	**$21,930,925.02**	**99.97%**	**$23,273,221.45**	**99.94%**	**$24,026,579.32**	**99.96%**	**$8,145,459.59**	**33.89%**
Total Budgeted	**$19,999,791.00**		**$20,350,895.00**		**$20,400,895.00**		**$21,438,519.00**		**$21,938,519.00**		**$23,286,065.00**		**$24,036,065.00**		**$24,036,065.00**	
Payroll and Benefits	$16,599,826.53		$17,263,819.59		$17,263,819.59		$17,954,372.37		$17,436,457.79		$17,610,822.36		$19,235,186.94		$19,413,038.81	
Accounts Payable	$3,399,964.47		$3,087,075.41		$3,137,075.41		$3,484,146.63		$4,502,061.21		$5,675,242.64		$4,655,878.06		$4,478,026.19	
Over/Under	**(491,113.70)**	**2.46%**	**(363,094.73)**	**1.78%**	**(3,917.12)**	**0.02%**	**(16,207.50)**	**0.08%**	**(7,593.98)**	**0.03%**	**(12,843.55)**	**0.06%**	**(9,485.68)**	**0.04%**	**(15,890,605.41)**	**66.11%**

2022-2023 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	1,177,285.00	198,314.63	242,947.36	246,952.28	250,903.75									939,118.02	238,166.98	79.77%
	Non-SPED Expenditures	22,858,780.00	1,906,076.69	1,726,130.17	1,975,933.38	1,598,201.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,206,341.57	15,652,438.43	31.53%
	Total Expenditures	24,036,065.00	2,104,391.32	1,969,077.53	2,222,885.66	1,849,105.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,145,459.59	15,890,605.41	33.89%
	Total Receipts	24,036,065.00	3,704,665.73	2,002,304.76	752,911.48	1,351,468.80	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,811,351.09	16,224,713.91	32.50%
	Monthly Inter-Fund Loan	0.00	0.00	0.00	0.00												
	Cash Balance	**1,463,175.98**	**3,063,450.39**	**3,096,677.62**	**1,626,703.44**	**1,129,067.16**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**1,129,067.48**	**794,958.99**		

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	0.00	12,400.00	0.00	0.00									12,400.00	837,600.00	1.46%
	Receipts	600,000.00	44.51	62.11	153.41	79.68									339.71	599,660.29	0.06%
	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	**317,708.00**	**317,752.51**	**305,414.62**	**305,568.03**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**	**305,647.71**			

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	16,079.72	6,312.28	15,045.65	11,571.55									49,009.20	96,550.80	33.67%
	Receipts	145,560.00	35,886.02	6,184.02	6,044.41	6,034.02									54,148.47	91,411.53	37.20%
	Cash Balance	**90,911.85**	**110,718.15**	**110,589.89**	**101,588.65**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**	**96,051.12**			

09	QCPUF	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	4,860,000.00	0.00	0.00	14,040.00	119,710.00									133,750.00	4,726,250.00	2.75%
	Receipts	400,000.00	101,711.58	152,955.10	7,886.41	4,680.19									267,233.28	132,766.72	66.81%
	Loan to BLDG or Bond Fund	(1,000,000.00)	(100,000.00)		(200,000.00)	(110,000.00)									Outstanding		
	Loan Payment from BLDG Fund				90,000.00										(1,320,000.00)		
	Cash Balance	**3,713,856.73**	**3,715,568.31**	**3,868,523.41**	**3,752,369.82**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**	**3,527,340.01**			

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	58,465.59	61,311.78	38,012.81	36,015.20									193,805.38	406,194.62	32.30%
	Receipts	600,000.00	47,416.18	45,295.85	48,744.32	32,713.09									174,169.44	425,830.56	29.03%
	Cash Balance	**579,320.10**	**568,270.69**	**552,254.76**	**562,986.27**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**	**559,684.16**			

06	School Lunch	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,700,000.00	135,227.49	170,905.53	135,243.77	139,438.78									580,815.57	1,119,184.43	34.17%
	Receipts	1,700,000.00	103,249.37	141,212.81	133,411.95	173,172.49									551,046.62	1,148,953.38	32.41%
	Cash Balance	**528,169.53**	**496,191.41**	**466,498.69**	**464,666.87**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**	**498,400.58**			

07	Bond	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	2,000,000.00	0.00	0.00	0.00	1,034,285.25									1,034,285.25	965,714.75	51.71%
	Receipts	2,000,000.00	207,457.82	106,401.70	15,541.99	5,709.10									335,110.61	1,664,889.39	16.76%
	Loan From QCPUF	0.00	0.00	0.00	0.00	110,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Payment To QCPUF	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	**596,829.49**	**804,287.31**	**910,689.01**	**926,231.00**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**	**7,654.85**			

08	Special Building	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,100,000.00	142,884.00	226,730.36	166,852.80	1,810.30									538,277.46	561,722.54	48.93%
	Receipts	1,100,000.00	205,605.45	47,766.26	6,933.94	2,522.76									262,828.41	837,171.59	23.89%
	Loan From QCPUF	100,000.00	100,000.00	0.00	200,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Payment To QCPUF	0.00	0.00	0.00	(90,000.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	310,000.00		
	Cash Balance	**160,953.44**	**323,674.89**	**144,710.79**	**94,791.93**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**	**95,504.39**			

12	Student Fees	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	100,000.00	0.00	1,123.00	975.00	1,099.00									3,197.00	96,803.00	3.20%
	Receipts	30,000.00	6,796.00	565.00	2,992.00	259.00									10,612.00	19,388.00	35.37%
	Cash Balance	**79,377.52**	**86,173.52**	**85,615.52**	**87,632.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**	**86,792.52**			

10	Cooperative Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	175,000.00	10,161.41	10,429.96	10,429.96	10,429.96									41,451.29	133,548.71	23.69%
	Receipts	175,000.00	4,856.77	9,402.13	7,625.37	7,625.37									29,509.64	145,490.36	16.86%
	Cash Balance	**18,714.61**	**13,409.97**	**12,382.14**	**9,577.55**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**	**6,772.96**			

	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	7,549,017.25	9,499,497.15	9,553,356.45	7,932,116.08	6,312,915.46	6,312,915.78	6,312,915.78	6,312,915.78	6,312,915.78	6,312,915.78	6,312,915.78	6,312,915.78	6,312,915.78			

2021-22 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	1,177,285.00	174,782.53	237,046.42	265,528.75	287,258.75	274,939.62	242,763.23	266,321.06	259,125.97	$260,539.37	258,341.41	255,636.77		2,782,283.78	(1,604,998.78)	236.33%
	Non-SPED Expenditures	22,858,780.00	1,798,419.45	1,654,478.45	1,773,258.34	1,713,320.85	1,754,448.11	1,618,835.02	1,661,144.13	1,602,411.67	1,827,879.99	1,813,830.63	1,938,335.11	0.00	19,156,261.75	3,702,518.25	83.80%
	Total Expenditures	24,036,065.00	1,973,201.98	1,891,524.87	2,038,787.09	2,000,579.60	2,029,387.73	1,861,598.25	1,927,465.19	1,861,537.64	2,088,419.36	2,072,171.94	2,193,971.88	0.00	21,938,545.53	2,097,519.47	91.27%
	Total Receipts	23,286,065.00	4,088,783.55	1,309,149.75	778,844.35	1,008,598.43	2,153,615.69	1,592,725.02	1,997,986.68	2,185,388.94	6,349,415.01	963,504.53	305,222.42	0.00	22,733,234.37	552,830.63	97.63%
	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	**2,414,552.94**	**4,530,134.51**	**3,947,859.39**	**2,687,916.65**	**1,695,935.48**	**1,820,163.44**	**1,551,290.21**	**1,621,811.70**	**1,945,663.00**	**6,206,658.65**	**5,097,991.24**	**3,209,241.78**	**3,209,241.78**			
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	13,808.92	0.00	0.00	6,000.00	0.00	0.00	6,000.00	0.00	28,900.00	19,805.00	0.00		74,513.92	775,486.08	8.77%
	Receipts	600,000.00	18.37	15.20	49.76	16.00	15.49	45.90	15.25	13.78	35.54	9.56	10.60		245.45	599,754.55	0.04%
	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	**241,939.45**	**228,148.90**	**228,164.10**	**228,213.86**	**222,229.86**	**222,245.35**	**222,291.25**	**216,306.50**	**216,320.28**	**187,455.82**	**167,660.38**	**167,670.98**	**167,670.98**			
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	13,411.44	8,399.64	13,407.67	7,589.79	5,751.03	8,740.26	9,361.13	6,985.99	10,449.32	10,735.13	4,839.54		99,670.94	45,889.06	68.47%
	Receipts	145,560.00	31,361.19	8,028.19	8,038.55	8,028.19	7,799.06	7,809.28	7,799.06	7,798.92	7,809.09	7,798.92	7,799.06		110,069.51	35,490.49	75.62%
	Cash Balance	**83,352.50**	**101,302.25**	**100,930.80**	**95,561.68**	**96,000.08**	**98,048.11**	**97,117.13**	**95,555.06**	**96,367.99**	**93,727.76**	**90,791.55**	**93,751.07**	**93,751.07**			
09	**QCPUF**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	4,860,000.00	0.00	0.00	0.00	144,710.00	0.00	304,568.00	0.00	0.00	0.00	419,210.00	0.00		868,488.00	3,991,512.00	17.87%
	Receipts	400,000.00	120,671.29	123,050.77	3,919.32	8,676.75	41,280.59	19,306.28	26,576.00	41,392.98	130,079.68	121,201.26	4,487.86		640,642.78	(240,642.78)	160.16%
	Cash Balance	**3,931,595.67**	**4,052,266.96**	**4,175,317.73**	**4,179,237.05**	**4,043,203.80**	**4,084,484.39**	**3,799,222.67**	**3,825,798.67**	**3,867,191.65**	**3,997,271.33**	**3,699,262.59**	**3,703,750.45**	**3,703,750.45**			
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	33,079.62	40,895.96	26,337.17	30,823.79	63,539.49	22,326.29	38,765.18	32,836.09	79,972.79	33,908.95	31,926.69		434,412.02	165,587.98	72.40%
	Receipts	600,000.00	48,139.43	28,262.89	91,198.33	29,832.17	30,518.41	24,530.38	30,991.55	52,409.29	48,647.84	35,451.98	9,391.04		429,373.31	170,626.69	71.56%
	Cash Balance	**551,845.66**	**566,905.47**	**554,272.40**	**619,133.56**	**618,141.94**	**585,120.86**	**587,324.95**	**579,551.32**	**599,124.52**	**567,799.57**	**569,342.60**	**546,806.95**	**546,806.95**			
06	**School Lunch**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	1,700,000.00	118,392.72	148,046.35	115,848.90	125,375.60	110,980.49	131,859.90	133,672.21	132,431.99	136,323.40	94,627.95	68,267.84		1,315,827.35	384,172.65	77.40%
	Receipts	1,700,000.00	4,650.98	267,593.08	131,926.01	154,434.50	103,936.87	160,320.76	153,803.52	200,070.37	154,568.68	116,000.96	15,036.28		1,462,342.01	237,657.99	86.02%
	Cash Balance	**407,381.08**	**293,639.34**	**413,186.07**	**429,263.18**	**458,322.08**	**451,278.46**	**479,739.32**	**499,870.63**	**567,509.01**	**585,754.29**	**607,127.30**	**553,895.74**	**553,895.74**			
07	**Bond**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	1,750,000.00	0.00	0.00	0.00	1,026,601.50	0.00	0.00	0.00	0.00	0.00	174,285.25	0.00		1,200,886.75	549,113.25	68.62%
	Receipts	1,750,000.00	266,733.80	22,831.00	7,971.72	47,555.72	112,772.89	52,350.61	72,960.78	114,262.90	361,459.79	20,525.28	8,200.41		1,087,624.90	662,375.10	62.15%
	Cash Balance	**713,385.28**	**980,119.08**	**1,002,950.08**	**1,010,921.80**	**31,876.02**	**144,648.91**	**196,999.52**	**269,960.30**	**384,223.20**	**745,682.99**	**591,923.02**	**600,123.43**	**600,123.43**			
08	**Special Building**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	1,060,000.00	0.00	0.00	500.00	0.00	0.00	133,930.08	48,651.19	73,218.80	149,660.97	263,946.00	2,527.36		672,434.40	387,565.60	63.44%
	Receipts	1,000,000.00	(4.43)	1.52	(42.64)	8,949.09	48,392.30	322,759.24	32,432.43	50,962.09	162,199.23	309,111.32	3,731.97		938,492.12	61,507.88	93.85%
	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	**74,685.88**	**74,681.45**	**74,682.97**	**74,140.33**	**83,089.42**	**131,481.72**	**320,310.88**	**304,092.12**	**281,835.41**	**294,373.67**	**339,538.99**	**340,743.60**	**340,743.60**			
12	**Student Fees**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	100,000.00	506.00	328.00	775.00	1,222.00	984.00	1,063.00	358.00	2,219.50	915.00	1,962.90	1,878.00		12,211.40	87,788.60	12.21%
	Receipts	30,000.00	4,312.00	2,177.00	1,012.00	1,401.12	412.00	1,320.00	100.00	2,230.10	2,921.00	0.00	0.00		15,885.22	14,114.78	52.95%
	Cash Balance	**65,164.70**	**68,970.70**	**70,819.70**	**71,056.70**	**71,235.82**	**70,663.82**	**70,920.82**	**70,662.82**	**70,673.42**	**72,679.42**	**70,716.52**	**68,838.52**	**68,838.52**			
10	**Cooperative Fund**	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Expenditures	175,000.00	4,897.05	12,503.11	12,503.11	12,503.11	11,340.12	11,340.11	11,340.12	11,340.10	11,340.12	11,340.10	11,340.12		121,787.17	53,212.83	69.59%
	Receipts	175,000.00	7,628.69	21,797.45	7,628.69	12,485.46	17,342.23	7,628.69	4,856.77	20,114.15	4,856.77	15,257.38	22,199.00		141,795.28	33,204.72	81.03%
	Cash Balance	**2,131.07**	**4,862.71**	**14,157.05**	**9,282.63**	**9,264.98**	**15,267.09**	**11,555.67**	**5,072.32**	**13,846.37**	**7,363.02**	**11,280.30**	**22,139.18**	**22,139.18**			
	Cash Balance	**Budgeted/Beginning**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**Year to Date**	**Balance**	**% Spent/Rec**
	Cash Balance	**8,486,034.23**	**10,901,031.37**	**10,582,340.29**	**9,404,727.44**	**7,329,299.48**	**7,623,402.15**	**7,336,772.42**	**7,488,681.44**	**8,042,754.85**	**12,758,766.52**	**11,245,634.49**	**9,306,961.70**	**9,306,961.70**			

Student Council Board Report
1/9/23

On December 20th, the high school FOCUS groups competed in some team building activities. Students who had not finished their finals, used the time to make up their final exam before leaving for break. There were four different activities: tug-of-war (which turned into Duck Duck Goose), a table rolling contest, a puzzle competition, and knockout. There are photos below.

Classes resumed on January 5th. Students were excited to get back to school and their activities.





SCHUYLER COMMUNITY SCHOOLS - DRAFT

2022-23 Return-to-Learn Plan

Mask Guidelines

Due to the ongoing risk of COVID-19, SCS will implement some triggers for students and staff.
SCS cannot and will not ask about health conditions and/or vaccination status. Individuals and families should exercise additional precautions they see fit to be in attendance at school. We need both the community and parents' help to curb the spread of COVID-19.
While masks are not mandated, employees and students who would like to wear them are encouraged to do so.
If mandated, mask-wearing or other precautions **WILL NOT** be optional. There will be no contact tracing done by SCS, the health district, or any other medical institution. This is our best way of stopping community spread while still allowing students, staff, and families the freedoms they wish to keep regarding masks.

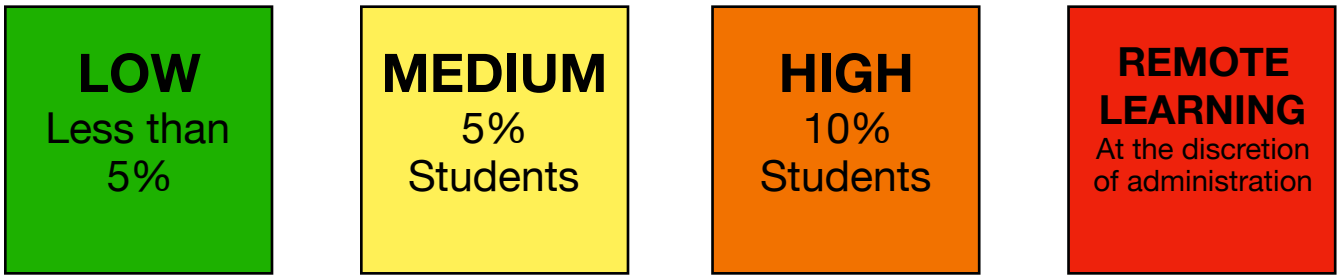
MASKS ARE RECOMMENDED AND NOT REQUIRED PK-12

Unless the board of education authorizes it's obligation through statute: 79-526.
Class III or IV school district; school board; schools; supervision and control; powers.

(1) The school board or board of education of a Class III or IV school district has responsibility for the general care and upkeep of the schools, shall provide the necessary supplies and equipment, and except as otherwise provided, has the power to cause pupils to be taught in such branches and classified in such grades or departments as may seem best adapted to a course of study which the board shall establish with the consent and advice of the State Department of Education. The board shall make provision for pupils that may enter at any time during the school year. The board shall have a record kept of the advancement of all pupils in each branch of study. **The board shall make rules and regulations as it deems necessary for the government and health of the pupils and devise any means as may seem best to secure the regular attendance and progress of children at school.**

What may trigger a mask mandate?

Our absentee rate for COVID-19 that exceeds 10% across the district will result in contacting our Local Health Department for recommendations.



Absenteeism due to COVID-19 will be reported on Wednesdays at 12pm

At 10%, possible recommendations include:
Social distancing during lunch hours
Only immediate family allowed into the buildings during regular school hours
Increased restrictions on school visitors and spectators at school events
Indoor activities may be handled differently than outdoor activities

AGREEMENT
FOR TELEPHONE SYSTEM REPLACEMENT AND INSTALLATION PROJECT
SCHUYLER COMMUNITY SCHOOLS

This Agreement entered into as of January 9, 2023 ("Effective Date") by and between Schuyler Community Schools ("School") a Nebraska political subdivision and public school district, and Audio Marketing Solutions, Inc., d/b/a Americom Communications, a Nebraska corporation, whose address is 307 P Street, P.O. Box 84546, Lincoln, NE 68508 ("Vendor"). Inconsideration of the mutual promises and covenants contained herein, School and Vendor agree as follows:

1. Telephone Equipment and Information. This Agreement is for the purchase and installation of the telephone system equipment as provided and described on the attached appendices. Installation milestones, contract amount and payment are as follows:

a.	Installation Start Date	Mutual agreement after Effective Date
b.	Installation Completion Date	August 15, 2023
c.	Installation Contract Amount	$149,151.00 complete installation
d.	Payment	Due upon completion

The post-installation annual service and charges will be by separate contract with the telecom provider.

2. Incorporated Appendices. The following appendices are attached and incorporated into this Agreement:

a. Terms and Conditions (Appendix A)
b. Specifications (Appendix B)
c. Davis-Bacon Act – Additional Contract Provisions (Appendix C)
d. Job Site Security Protocol (Appendix D)
e. Contractor Affidavit (Appendix E)
f. Vendor Certificate of Insurance (Appendix F)
g. Vendor Bonds (Appendix G)
h. Vendor's Bid (Appendix H)

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective as of the date identified above.

SCHOOL		VENDOR	
By:	_____	By:	_____
Name:	_____	Name:	_____
Title:	_____	Title:	_____
Date:	_____	Date:	_____

Appendix A

TERMS AND CONDITIONS
FOR TELEPHONE SYSTEM REPLACEMENT PROJECT
SCHUYLER COMMUNITY SCHOOLS

The Terms and Conditions are incorporated into and made a part of the Agreement between Schuyler Community Schools and the Vendor.

1. SHIPPING/DELIVERY. Unless otherwise stated in the Agreement, all shipments are to be made F.O.B. destination, freight prepaid, to receiving point at the designated Schuyler Community Schools facility. Title and risk of loss or damage remains with the Vendor until delivery to and acceptance by Schuyler Community Schools. Title to all goods and personal property transfer to Schuyler Community Schools upon acceptance.

2. ACCEPTANCE OR REJECTION OF GOODS. In the event that the Vendor fails to provide the goods requested by Schuyler Community Schools, Schuyler Community Schools will not pay for such products until the same has been received and accepted by Schuyler Community Schools. Upon delivery and receipt, Schuyler Community Schools reserves the right to inspect and either accept or reject goods that contain any defect in materials, workmanship, or design or fail to conform to the written specifications provided to Schuyler Community Schools for the goods. Inspection and approval of all goods supplied under the Agreement shall be performed by the designated Schuyler Community Schools official(s). Schuyler Community Schools may, at its option, (i) return defective goods at Vendor's expense, for a full refund of the purchase price; (ii) return defective products to Vendor for repair or replacement; or (iii) exercise any other rights that Schuyler Community Schools may have at law or in equity. Defective goods that are returned to Schuyler Community Schools after repair or replacement are subject to the same inspection and acceptance provisions of the Agreement as goods originally delivered. Schuyler Community Schools' inspection or failure to inspect shall not relieve the Vendor of any obligations hereunder.

3. WARRANTY. All goods and materials shall be new, unless otherwise specified in the Agreement. If the Vendor is not the manufacturer of the goods supplied under the Agreement, the Vendor assigns all manufacturer warranties to Schuyler Community Schools. If the Vendor is the manufacturer of the goods supplied under the Agreement, the Vendor warrants that all items delivered hereunder shall be free from defects in workmanship, material and manufacture, shall comply with the requirements of the Agreement, including samples furnished by the Vendor, and shall be free from defects in design. The Vendor further warrants that all items purchased hereunder shall be merchantable quality and shall be fit and suitable for the purposes intended. The foregoing warranties are conditions to the Agreement and are in addition to all other warranties, expressed or implied, and shall survive any delivery, inspection, acceptance, or payment by Schuyler Community Schools. All warranties shall run to Schuyler Community Schools.

The warranty on all equipment and services shall be for not less than 1 year, commencing on substantial completion of all work on the installation project. Any equipment received by Schuyler Community Schools prior to completion of the work shall not trigger commencement of the warranty period.

4. PAYMENT. Terms of payment by Schuyler Community Schools are net 30 days for completed work unless otherwise stated. Schuyler Community Schools may require the Vendor to accept payment by electronic means such as ACH deposit.

5. INVOICES. Invoices for payments must be submitted by the Vendor to Schuyler Community Schools with sufficient detail to support payment. The terms and conditions included in the Vendor's invoice shall be deemed to be solely for the convenience of the parties. No terms or conditions of any such invoice shall be binding upon Schuyler Community Schools, and no action by Schuyler Community Schools, including without limitation the payment of any such invoice in whole or in part, shall be construed as binding or estopping Schuyler Community Schools with respect to any such term or condition, unless the invoice term or condition has been previously agreed to by Schuyler Community Schools as a change order to the Agreement.

6. TAXES. The Agreement is a single transaction exempt certificate. Schuyler Community Schools is exempt from payment of the Nebraska sales tax under Section 77-2704.15. Sales Tax Exempt No. 05-0618144. Schuyler Community Schools assumes no liability for payment of any taxes as a result of the Agreement.

7. FUNDING OUT CLAUSE OR LOSS OF APPROPRIATIONS. Schuyler Community Schools may terminate the Agreement, in whole or in part, in the event funding is no longer available. Schuyler Community Schools' obligation to pay amounts due for fiscal years following the current fiscal year is contingent upon board of education appropriation of funds for the Agreement. Should said funds not be appropriated, Schuyler Community Schools may terminate the Agreement with respect to those payments for the fiscal years for which such funds are not appropriated. Schuyler Community Schools will give the Vendor written notice thirty (30) calendar days prior to the effective date of any termination, and advise the Vendor of the location (address and room number) of any related equipment. All obligations of Schuyler Community Schools to make payments after the termination date will cease and all interest of Schuyler Community Schools in any related equipment will terminate. The Vendor shall be entitled to receive just and equitable compensation for any authorized work which has been satisfactorily completed as of the termination date. In no event shall the Vendor be paid for a loss of anticipated profit.

8. RIGHT TO AUDIT. Vendor shall establish and maintain a reasonable accounting system that enables Schuyler Community Schools to readily audit the Agreement. Schuyler Community Schools and its authorized representatives shall have the right to audit, to examine, and to make copies of or extracts from all financial and related records (in whatever form they may be kept, whether written, electronic, or other) relating to or pertaining to the Agreement kept by or under the control of the Vendor, including, but not limited to those kept by the Vendor, its employees, agents, assigns, successors, and subcontractors. Vendor shall, at all times during the term of the Agreement and for a period of seven (7) years after the completion of the Agreement, maintain such records, together with such supporting or underlying documents and materials.

9. EARLY TERMINATION. The Agreement may be terminated as follows:

A. Schuyler Community Schools and the Vendor, by mutual written agreement, may terminate the Agreement at any time.

B. Schuyler Community Schools, in its sole discretion, may terminate the Agreement for any reason upon thirty (30) calendar days written notice to the Vendor. Such termination shall not relieve the Vendor of warranty or other obligations incurred under the terms of the Agreement.

C. Schuyler Community Schools may terminate the Agreement immediately for the following reasons: (i) if directed to do so by statute or regulation; (ii) Vendor has made an assignment for the benefit of creditors, has admitted in writing its inability to pay debts as they mature, or has ceased operating in the normal course of business; (iii) fraud, misappropriation, embezzlement, malfeasance, misfeasance, or illegal conduct pertaining to performance under the Agreement by its Vendor, its employees, officers, directors, or shareholders; (iv) an involuntary proceeding has been commenced by any party against the Vendor under any one of the chapters of Title 11 of the United States Code and (a) the proceeding has been pending for at least sixty (60) calendar days; or (b) the Vendor has consented, either expressly or by operation of law, to the entry of an order for relief; or (c) the Vendor has been decreed or adjudged a debtor; (v) a voluntary petition has been filed by the Vendor under any of the chapters of Title 11 of the United States Code; (vi) Vendor engaged in collusion or ones' actions which could have provided Vendor an unfair advantage in obtaining the Agreement.

10. BREACH BY VENDOR. Schuyler Community Schools may terminate the Agreement, in whole or in part, if the Vendor fails to perform its obligations under the Agreement in a timely and proper manner. Schuyler Community Schools may, by providing a written notice of default to the Vendor, allow the Vendor to cure a failure or breach of Agreement within a period of thirty (30) calendar days (or longer at Schuyler Community Schools' discretion considering the gravity and nature of the default). Said notice shall be delivered by certified mail or in person with proof of delivery. Allowing the Vendor time to cure a failure or breach of Agreement does not waive Schuyler Community Schools' right to immediately terminate the Agreement for the same or different Agreement breach which may occur at a different time. In case of default of the Vendor, Schuyler Community Schools may contract the goods from other sources and hold the Vendor responsible for any excess cost occasioned thereby.

11. PERMITS, REGULATIONS, LAWS. The Vendor shall procure and pay for all permits, licenses, and approvals necessary for the execution of the Agreement. The Vendor shall comply with all applicable local, state, and federal laws, ordinances, rules, orders, and regulations.

12. INDEPENDENT CONTRACTOR. It is agreed that nothing contained herein is intended or should be construed in any manner as creating or establishing the relationship of partners between the parties hereto. The Vendor represents that it has, or will secure at its own expense, all personnel required to perform the services under the Agreement. The Vendor's employees and other persons engaged in work or services required by the Vendor under the Agreement shall have no contractual relationship with Schuyler Community Schools; they shall not be considered employees of Schuyler Community Schools. All claims on behalf of any person arising out of employment or alleged employment (including without limit claims of discrimination against the Vendor, its officers, or its agents) shall in no way be the responsibility of Schuyler Community Schools. The Vendor will hold Schuyler Community Schools harmless from any and all such claims. Such personnel or other persons shall not require nor be entitled to any compensation, rights, or benefits from Schuyler Community Schools including without limit, tenure rights, medical and hospital care, sick and vacation leave, severance pay, or retirement benefits.

13. COMPLIANCE WITH CIVIL RIGHTS LAWS AND EQUAL OPPORTUNITY EMPLOYMENT / NONDISCRIMINATION. The Vendor shall comply with all applicable local, state, and federal statutes and regulations regarding civil rights laws and equal opportunity employment. The Vendor certifies that it is an equal opportunity employer and actively recruits a well-qualified and diverse staff including minority applicants as well as historically underutilized business subcontractors, and does not discriminate against any employee or applicant for employment or subcontractor by reason of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status. The Vendor and any subcontractors shall not discriminate against any employee or applicant for employment to be employed in the performance of the Agreement, with respect to hire, tenure, terms, conditions or privileges of employment, because of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, as prohibited by the Nebraska Fair Employment Practice Act or federal law. The Vendor agrees to post in conspicuous places available to employees and applicants, notices setting forth the Contractor's nondiscrimination policies. The Vendor and its subcontractors shall, in all solicitations or advertisements for employees placed by them or on their behalf, state that all qualified applicants will receive consideration for employment without regard to sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status.

14. TIME IS OF THE ESSENCE. Time is of the essence in the Agreement. The acceptance of late performance with or without objection or reservation by Schuyler Community Schools shall not waive any rights of Schuyler Community Schools nor constitute a waiver of the requirement of timely performance of any obligations on the part of the Vendor remaining to be performed.

15. ASSIGNMENT BY THE CONTRACTOR. The Vendor may not assign, voluntarily or involuntarily, the Agreement or any of its rights or obligations hereunder (including without limitation rights and duties of performance) to any third party, without the prior written consent of Schuyler Community Schools, which will not be unreasonably withheld.

16. INDEMNIFICATION. The Vendor agrees to defend, indemnify, hold, and save harmless Schuyler Community Schools and its employees, volunteers, agents, and its elected and appointed officials ("the indemnified parties") from and against any and all claims, liens, demands, damages, liability, actions, causes of action, losses, judgments, costs, and expenses of every nature, including investigation costs and expenses, settlement costs, and attorney fees and expenses ("the claims"), sustained or asserted against Schuyler Community Schools, arising out of, resulting from, or attributable to (i) the willful misconduct, negligence, error, or omission of the Vendor, its employees, subcontractors, consultants, representatives, and agents, (ii) the actual or alleged infringement or misappropriation of any patent, copyright, trade secret, trademark, or confidential information of any third party by the Vendor or its employees, subcontractors, consultants, representatives, and agents, and (iii) with respect to withholding taxes, worker's compensation, employee benefits, or any other claim, demand, liability, damage, or loss of any nature relating to any of the personnel provided by the Vendor. The Vendor may not settle any claim that will affect Schuyler Community Schools' use of the goods without Schuyler Community Schools' prior

written consent. At Schuyler Community Schools' election, the actual or anticipated judgment may be treated as a breach of warranty by the Vendor, and Schuyler Community Schools may receive the remedies provided under the Agreement.

17. GOVERNING LAW. The Agreement shall be governed in all respects by the laws and statutes of the State of Nebraska. Any legal proceedings against Schuyler Community Schools regarding the Agreement shall be brought in the state or federal courts located in Colfax County, Nebraska. The Vendor must be in compliance with all Nebraska statutory and regulatory law.

18. INSURANCE. The Vendor shall obtain and maintain the following insurance coverages for the duration of the work:

A. Commercial General Liability. Policy limits of not less than $1,000,000 each occurrence, including coverages for products/completed operations, personal/advertising injury, premises-operations, property damage (broad form), and contractual liabilities.

B. Automobile. Policy combined single limit of not less than $1,000,000 per occurrence, including coverage for Comprehensive Form, Owned, Hired and Non-Owned. Bodily Injury and Property Damage.

C. Workers; Compensation / Employer's Liability. Workers' compensation per Nebraska statutory limits. Employer's liability with policy limits of not less than $500,000 for bodily injury by accident, by disease each employee.

D. Excess. Policy limits of not less than $1,000,000 each occurrence.

Except for professional liability insurance, all other insurance policies for the Project shall be written on an occurrence basis. All insurance policies except workers' compensation insurance, shall name Schuyler Community Schools as additional insured. All insurance policies shall provide a blanket waiver of subrogation in favor of Schuyler Community Schools. The certificates of insurance shall demonstrate that such waivers of subrogation have been procured and are effective. All insurance policies shall provide that insurance may not be cancelled or non-renewed without thirty (30) days prior written notice to Schuyler Community Schools. The Vendor shall provide Schuyler Community Schools with certificates of insurance for all insurance prior to any work being performed.

19. BONDS. The Vendor shall furnish, as required by Neb. Rev. Stat. § 52-118, bonds covering payment and performance of obligations arising under the agreement with minimum Best Rating "A". Bonds may be obtained through the Vendor's usual source and the cost thereof shall be included in the Contract Sum. The amount of the payment bond shall be equal to one hundred percent (100%) of the Contract Sum. The Vendor shall deliver the required bonds to the Owner not later than five (5) business days after the bid award by Schuyler Community Schools.

20. CRIMINAL HISTORY CHECKS.

A. The Vendor shall obtain all criminal history information regarding its "covered employees", as defined below. Before beginning any work, Vendor, and all subcontractors and suppliers who will be on Schuyler Community Schools property, will provide written certification to Schuyler Community Schools that Vendor has complied with the statutory requirements as of that date. Vendor shall assume all expenses associated with obtaining the initial criminal history

record information. Vendor shall include similar criminal history check provisions in all contracts with subcontractors and suppliers.

B. The Vendor will not assign any "covered employee" with a "disqualifying criminal history", as those terms are defined below, to work on the Project. If the Vendor receives information that a covered employee has a reported disqualifying criminal history, then Vendor will immediately remove the covered employee from the Project and notify Schuyler Community Schools in writing within three (3) business days.

C. For the purposes of this Section, "covered employees" means employees, agents or subcontractors of Vendor who has or will have continuing duties related to the services to be performed on Schuyler Community Schools property and has or will have direct contact with Schuyler Community Schools students. "Disqualifying criminal history" means any conviction or other criminal history of the following offenses: a felony offense under Nebraska Criminal Code Article 3 Offenses Against The Person; an offense for which a defendant is required to register as a sex offender under the Nebraska Sex Offender Registration Act, Neb. Rev. Stat. §§ 29-4001 et seq.

D. The Vendor shall comply with and complete all documents required in Appendix D, Job Site Security Protocol.

21. CONTRIBUTIONS UNDER NEBRASKA EMPLOYMENT SECURITY LAW. The Vendor and all subcontractors engaged to perform any part of the work shall make payment to the Unemployment Compensation Fund of the State of Nebraska of all contributions and interest due under the provisions of the Employment Security Law, Neb. Rev. Stat. §§ 48-601, et seq. (Reissue 1988), as amended, on wages paid to individuals employed in the performance of the work; and before final payment shall be made of the final three percent (3%) of this Project, the Vendor shall secure and file with Schuyler Community Schools, and cause any subcontractor to secure and file with Schuyler Community Schools, written clearance from the Commissioner of the Department of Labor of the State of Nebraska, certifying that all payments then due of contributions or interest which may have arisen under this contract have been made by the Vendor or any subcontractor to the Unemployment Compensation Fund.

22. VERIFICATION OF IMMIGRATION STATUS. The Vendor agrees to use the federal immigration verification system to determine the work eligibility status of new employees physically performing services on the Project within the State of Nebraska. The federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee. This requirement applies to all Subcontractors of the Vendor. The Vendor shall, by written agreement, require compliance with the federal immigration verification system by all subcontractors. If the Vendor is an individual or sole proprietorship, the following applies:

A. The Vendor must complete the United States Citizenship Attestation Form, available on the Department of Administrative Services website at www.das.state.ne.us.

B. If the Vendor indicates on such attestation form that he or she is a qualified alien, the Vendor agrees to provide the US Citizenship and Immigration Services documentation required to verify the Vendor’s lawful presence in the United States using the Systematic Alien

Verification for Entitlements (SAVE) Program.

C. The Vendor understands and agrees that lawful presence in the United States is required and the Vendor may be disqualified or the contract terminated if such lawful presence cannot be verified as required by Neb. Rev. Stat. §4-108.

23. NEBRASKA EMPLOYEE CLASSIFICATION ACT. The Vendor agrees to abide by the provisions of the Nebraska Employee Classification Act, Neb. Rev. Stat. §§ 48-2901 to 48-2912. In compliance with that Act, the Vendor shall to submit to Schuyler Community Schools the affidavit marked as Appendix E, attached hereto and incorporated herein by this reference. The Vendor further acknowledges that providing a false affidavit under Neb. Rev. Stat. § 48-2911 may subject the Vendor to the penalties of perjury and upon a second or subsequent violation the Vendor shall be barred from contracting with the State of Nebraska or any Nebraska political subdivision for a period of three (3) years after the date of discovery of the falsehood. The Vendor shall require any and all subcontractors who perform work pursuant to the Agreement to provide a similar affidavit, which shall be made available to Schuyler Community Schools upon request.

24. SOVEREIGN IMMUNITY. By entering into this Agreement, Schuyler Community Schools does not waive any of its immunities from suit and/or liability, except as otherwise specifically provided herein and as specifically authorized by law.

25. DEBARMENT. The Vendor certifies that the Vendor is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any federal department or agency from participating in transactions (debarred). The Vendor also agrees to include the above requirements in any and all subcontracts into which it enters. The Vendor also agrees to include the above requirements in any and all subcontracts into which it enters. The Vendor shall immediately notify Schuyler Community Schools if, during the term of the Agreement, Vendor becomes debarred. Schuyler Community Schools may immediately terminate the Agreement by providing Vendor written notices if Vendor becomes debarred during the term of the Agreement.

26. DAVIS-BACON ACT.

A. This project is financed by Schuyler Community Schools in whole or in part with funds provided through the Elementary and Secondary School Emergency Relief Fund ("ESSER") and other federal funds. ESSER funds are subject to the Davis-Bacon Act ("DBA") prevailing wage rate and other federal law requirements. The Vendor, and all subcontractors, shall comply with all federal, state and local laws, ordinances and regulations applicable to this federally-funded project, including but not limited to, the provisions of the DBA, as it now exists and as it may be amended or supplemented from time to time, and any regulations promulgated thereto, including the specific requirements contained in 29 C.F.R. § 5.5 and Appendix C and Exhibit 1 attached to and made a part of this Contract.

B. The Vendor and all subcontractors hired by the Vendor on this project agree to and shall provide and submit to proper authorities all necessary written documentation and certifications in accordance with all reporting requirements of the DBA. The Vendor shall require that the contracts of all subcontractors hired by the Vendor on this project contain contract provisions identical to the provisions contained in this section, including Appendix C and Exhibit 1.

C. A breach of any of the provisions contained in this section or a failure to comply with any of the requirements under the DBA, as it now exists and as it may be amended or supplemented from time to time, and any regulations promulgated thereto, by the Vendor or any of its subcontractors shall constitute a substantial and material breach of the contract documents and shall be sufficient grounds for termination of the contract by Schuyler Community Schools.

D. To the fullest extent permitted by law, the Vendor shall indemnify, defend, and hold harmless Schuyler Community Schools, its Board of Education, administrators, employees and agents, from and against all claims, damages, suites, losses, expenses or causes of action which arise as a result of the failure of the Vendor, subcontractors, or officers, employees, or agents of any of them, to comply with any of the requirements of the DBA.

27. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT. The Vendor agrees to comply with the requirements of the federal Contract Work Hours and Safety Standards Act, 40 U.S.C. §§ 3701 et seq., as supplemented by Department of Labor regulations, 29 C.F.R. Part 5.

28. CLEAN AIR ACT. To the extent applicable, the Vendor agrees to comply with the requirements of the federal Clean Air Act, 42 U.S.C. §§ 7401-7671q, and the Federal Water Pollution Control Act, 33 U.S.C. §§ 1251-1387.

29. BYRD ANTI-LOBBYING AMENDMENT. The Vendor agrees to comply with the requirements of the federal Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352, including the filing of all required certifications.

Appendix B

SPECIFICATIONS

SCHUYLER COMMUNITY SCHOOLS
TELEPHONE SYSTEM REPLACEMENT PROJECT

1. SCHOOL FACILITIES. The Schuyler Community Schools owns and operates the following school district education facilities:

A. District Office: 120 W. 20th Street, Schuyler, Nebraska.
B. Schuyler Central High School: 401 Adam Street, Schuyler, Nebraska.
C. Schuyler Middle School: 200 West 10th Street, Schuyler, Nebraska.
D. Schuyler Elementary: 2404 Denver Street, Schuyler, Nebraska.
E. Fisher's Elementary: 1098 Road J, Schuyler, Nebraska.
F. Richland Elementary: 595 Road 3, Richland, Nebraska.
G. Schuyler Dual Language: 2023 Colfax, Schuyler, Nebraska.
H. Schuyler Preschool: 100 E. 15th Street, Schuyler, Nebraska.

2. EXISTING TELEPHONE SYSTEM. The existing telephone system for the school district is an on-premises PBX system. The main PBX controller is located at the District Office. The school district's current handset quantities per location are as follows:

A. District Office: 25
B. Schuyler Central High School: 94
C. Schuyler Middle School: 75
D. Schuyler Elementary: 95
E. Fisher's Elementary: 8
F. Richland Elementary: 8
G. Schuyler Dual Language: 10
J. Schuyler Preschool: 14

3. NEW TELEPHONE SYSTEM. The school district anticipates a complete replacement of the telephone system. Below are the basic functionality specifications for the new replacement system. **Please mark whether your proposed system solution contains the requested functionality/specification**. Include this form with your bid.

A. Unified Communications.

	Function	Yes	No
1.	Works on Windows PCs running Windows 7, 8 & 10 (32-bit or 64-bit).	✓	
2.	Works on MAC IOS computers running Version – OS X v10.6 "Snow Leopard" or higher (64-bit only).	✓	
3.	Has a company address book containing all users.	✓	
4.	The client supports the import and creation of a personal address book.	✓	
5.	System speed dial list with a minimum of 1,000 entries.	✓	

Appendix B

	Function	Yes	No	
6.	User configurable client layout.	✓		
7.	Client layout must also utilize a locked fixed template that can be distributed to users.		✓	* see below
8.	Client supports both compact and full screen modes.	✓		
9.	The ability to create named personal user lists of both internal and external contacts.	✓		
10.	The ability to connect the client to an external phone number to control inbound/outbound calls.	✓		
11.	A built in softphone supported on both PC and MAC computers.	✓		
12.	Softphone must support SRTP.	✓		
13.	Provide CallerID/Name and pop up notification on an incoming call.	✓		
14.	Configurable outgoing CallerID that can be different for each user.	✓		
15.	Supports Visual Park.	✓		
16.	Supports peer to peer 720p HD video.	✓		
17.	Supports Group Chat for collaboration. Similar to a conference call. Group members will receive notifications and can respond to any chats that come into the group. Any member of the group can send a message and all other members in the group will receive the message.	✓		
18.	Has a separate named folder for each type of media that includes voicemail, call recording, and faxes.	✓		
19.	Full time and on demand call recording. The on demand call recording must be able to record the entire call no matter when the button is pressed during the call.	✓		* see below
20.	Can configure custom named folders to store media.	✓		
21.	Must show presence states and allow a user to change their presence states.	✓		
22.	Drag and drop transfer.	✓		
23.	A search box that will search the entire client on either a name or number.	✓		
24.	The ability to start on-demand audio/web conferences.	✓		
25.	The ability to pin commonly used items to the screen.	✓		
26.	The ability to setup call rules that define where inbound calls go that ring into a user that can be based on Presence, CallerID, Date, Time of day, Day of the week, Holiday, and Location.	✓		
27.	Hotkey –The software supports the use of hotkeys to be able to dial from any highlighted number on the desktop in any program.	✓		

* 7 - May be available in future releases

* 19 - Available for additional costs

Appendix B

	Function	Yes	No
28.	Softphone – The software supports a USB or other audio headset that can be used in conjunction with the built in softphone so that users can use a softphone or hard phone on their desk in conjunction with the desktop software.	✓	
29.	Instant Messaging - The software provides instant messaging between users of the system with a recorded history of conversations.	✓	
30.	Visual Messaging - The software shows visually all voicemail messages, faxes, and call recordings.	✓	
31.	Call Log - The software shows a visual log of all calls both inbound, outbound, and missed with click to call back and also the ability to add this number into a contact list.	✓	
32.	Visual Conference - The software provides a visual status of all parties that are connected to a conference call with the ability to mute and disconnect users individually.	✓	
33.	Scheduled Conference - The software has the ability to schedule a conference at a specific date and time with a primary conference number and an 8 digit pin code.	✓	
34.	Presence Status - The software has the ability to change your presence status.	✓	
35.	Supervisor Presence & Note Change- The software has the ability for a supervisor to change the presence and note status of other users.	✓	
36.	Presence Note - The software has the ability to type a presence note that can be visible in conjunction with your presence status.	✓	
37.	Quick Dial - The software has the ability to start typing and the system automatically presents matched extensions and contacts from the address book and outlook contacts.	✓	
38.	Presence Change Alert - The software has a notification when another user changes their presence.	✓	
39.	Message Escalation - The software has the ability to escalate messages to other users if they are not answered within a certain amount of time.	✓	

B. Mobility.

	Function	Yes	No
1.	Need to support both iPhone and Android platforms.	✓	
2.	Single number contact.	✓	
3.	Must work on Wi-Fi and mobile carrier 3G/4G/LTE networks.	✓	
4.	Ability to change Presence status and add a Presence note.	✓	
5.	The ability to login as an agent of an ACD group.	✓	
6.	Visual voicemail.	✓	
7.	Visual Park.	✓	

	Function	Yes	No
8.	Access to corporate and internal phone directory.	✓	
9.	Call logs.	✓	
10.	Synchronization between mobile client and desktop client IM and call history.	✓	
11.	Built in Softphone.	✓	
12.	Group Chat support.	✓	
13.	Cellphone number never shown.	✓	
14.	Real time call alerts.	✓	
15.	Support for a minimum of four simultaneous calls.	✓	
16.	Provide Hold, Transfer, and Park functions.	✓	

C. **Audio Conference Bridge.**

	Function	Yes	No	
1.	Built in audio Conference Bridge – System provides a built in conference bridge. Additional servers and/or 3rd party applications will not be accepted.	✓		
2.	Capacity – The bridge must initially support up to 100 conference participants with 30 rooms that can expand up to 500+ participants and 150+ rooms.	✓		* see below
3.	Ability to exclude selected parties from the conference. Ability to temporarily place selected parties in a conference on mute and also disconnect them.	✓		
4.	Conference Scheduling: Ability for users to be able to schedule a conference at a specific date and time with the ability to have internal and external participants join the conference by dialing the conference number. Preferrable that once a conference is scheduled, it auto creates an Outlook appointment with all the details needed to join the call.	✓		
5.	Ability for the system to use a unique PIN code for each conference that is at least 8 digits long for logging in.	✓		
6.	Ongoing Conferences – Ability for the system to allow the setup for an ongoing conference.	✓		
7.	Selective party drop – Ability for the system to selectively drop a party from a conference call.	✓		
8.	Must contain the option for if the conference host leaves that the conference can either continue or be terminated.	✓		

* 2 - Available with additional licenses

D. **Telephone Handsets.** SIP standards based phones that are from the same manufacturer as the PBX. No 3rd party or proprietary telephones.

	Function	Yes	No
1.	Dual Gigabit Ethernet Ports.	✓	
2.	802.3af PoE support but also support an AC adapter.	✓	
3.	SRTP support.	✓	

Appendix B

	Function	Yes	No
4.	VLAN support.	✓	
5.	LLDP support.	✓	
6.	QoS support.	✓	
7.	G.711 and G.729 codec support.	✓	
8.	Full duplex speakerphones.	✓	
9.	Multiple lines per phone.	✓	
10.	Modular headset port.	✓	
11.	EHS headset support.	✓	
12.	Expansion module support.	✓	
13.	Color screen phone option.	✓	
14.	Hands-free answerback capability.	✓	
15.	Directory on phone.	✓	
16.	Call Waiting support.	✓	
17.	3 party conference support.	✓	
18.	The phones should have the following "built in" buttons:	✓	
a.	Hold	✓	
b.	Transfer	✓	
c.	Redial	✓	
d.	Mute	✓	
e.	Speakerphone	✓	
f.	Message	✓	
g.	Headset	✓	
h.	Volume	✓	
i.	End Call	✓	
j.	Call Log	✓	
k.	Park	✓	
l.	Directory	✓	
19.	Softkeys for intuitive functions to support user.	✓	
20.	Minimum of 6 programmable buttons for feature programming.	✓	
21.	Minimum 3 line/24 character LCD with call timer.	✓	
22.	On demand call record button on phone.	✓	
23.	Phones must support Multicast paging.	✓	
24.	Ring Tone Setting – Ability for the phones allow you to change the ringing sound for each phone.	✓	
25.	Shared Extension – Ability for the phones allow you to have multiple phones that are assigned to the same extension.	✓	
a.	At least 4 phones per user.	✓	
26.	Voice Messaging – Ability for the phones allow you to access a voice-messaging service from your phone, if available.	✓	
27.	Volume Settings – Ability for the phones allow you to adjust the volume level of the handset, ringer, and speakerphone individually.	✓	

Appendix B

	Function	Yes	No
28.	Speed Dialing – Ability for the phones to allow user to enter an index code, press a button, or select a phone screen item to place a call (rather than dialing the number manually).	✓	
29.	Call Logs – Ability for the phones to allow user to view records of your missed, received, and placed calls.	✓	
30.	Busy Lamp Field (BLF) – Ability for the phones to allow user to monitor the line state (in-use or idle) of a phone line associated with a button.	✓	
31.	Call Park – Ability for the phones to allow user to park (temporarily store) a call and then retrieve the call by dialing the access code from any phone.	✓	
32.	Mute – Ability for the phones to allow user to disable the audio input for your handset, headset, speakerphone, and external microphone, so that user can hear other parties on the call but they cannot hear you.	✓	
33.	Personal Address Book – Ability for the phones to allow user to create a directory of personal contacts.	✓	
34.	Pre-Dial – Ability for the phones to allow user to enter a phone number before getting a dial tone.	✓	
a.	Ability for the phone to go off hook to complete the call.	✓	
35.	Redial – Ability for the phones to allow user to call the most recently dialed phone numbers by pressing a button.	✓	
36.	Call Pickup – Ability for the phones to allow user to redirect a call that is ringing on another phone to your own phone, so you can answer the call.	✓	
37.	CallerID- Ability for the phones to allow user to see caller-identification, such as a phone number, name, or other descriptive text, on your phone screen?	✓	

E. Reporting.

	Function	Yes	No
1.	Account codes Detailed/Summary	✓	
2.	Agent Login and Logout Detailed/Summary	✓	
3.	Automated Attendant Usage	✓	
4.	Callback number Detailed/Summary	✓	
5.	Callback status Detailed/Summary	✓	
6.	Calls by call group Detailed/Summary	✓	
7.	Calls by extension Detailed/Summary	✓	
8.	Calls by extension Detailed/Summary	✓	
9.	Calls by extension Detailed/Summary	✓	
10.	Calls handled by Automated attendant Detailed/Summary	✓	
11.	Trunk Group Performance Detailed/Summary	✓	
12.	Trunk Group Activity Detailed/Summary	✓	

	Function	Yes	No
13.	Presence by User Detailed/Summary	✓	
14.	Longest Calls	✓	
15.	These reports should be able to be saved in the following formats	✓	
a.	PDF	✓	
b.	Excel	✓	
c.	CSV	✓	
d.	ODS	✓	
e.	GIF	✓	
f.	JPG	✓	
g.	BMP	✓	
h.	PNG	✓	
16.	These reports should be able to be disbursed automatically in all of the following formats individually or at the same time	✓	
a.	Email address(s)	✓	
b.	FTP Server	✓	
c.	Network Folder	✓	
d.	Locally on same computer running the reporting software	✓	
17.	A custom reporting package should be offered that includes everything in the standard reporting and also the following	✓	
a.	The ability to run highly detailed "cradle to grave" reports for individual agents, local call groups, and call groups across the WAN	✓	
b.	Drag and drop user interface to create custom reports	✓	
c.	Customize statistical reports according to unique data fields, ranges and qualifiers	✓	
d.	Built-in graph and chart reporting tool	✓	
e.	A flexible reporting time frame to let users generate reports based on call activity by quarter hour, hour, day, week, month and year	✓	
f.	Additional call detail record data fields to provide highly detailed call analysis and statistical reporting	✓	

F. Redundancy.

1. The Company requires a solution that provides High Availability between our Primary and Secondary locations. If the Primary Sites loses connectivity or experiences equipment failure then the system should automatically fail over to the secondary site. All system licensing and functions are required to be 100% redundant and remain 100% functional in the secondary location (with the one exception of fax services. Faxing is not looked at as critical and is not required to be set up in a High Availability Design.) Please describe how high availability will perform and how the system will failover, how it will fail over the SIP Trunks, how do the phones fail over, how the Desktop Software fails over, and how primary numbers

Appendix B

Technical responses:

F. Redundancy.

1. The Company requires a solution that provides High Availability between our Primary and Secondary locations. If the Primary Sites loses connectivity or experiences equipment failure then the system should automatically fail over to the secondary site. All system licensing and functions are required to be 100% redundant and remain 100% functional in the secondary location (with the one exception of fax services. Faxing is not looked at as critical and is not required to be set up in a High Availability Design.) Please describe how high availability will perform and how the system will failover, how it will fail over the SIP Trunks, how do the phones fail over, how the Desktop Software fails over, and how primary numbers fail over?

The hosted solution from Zultys is hosted in multiple data centers. Therefore, if one school site loses connectivity it will not affect any other sites. As long as the internet connection is functioning, the system is available.

Additionally, the Zultys solution has a big advantage in disaster recovery because that there is an app for Smartphones that can be used in conjunction with the desk phone or desktop software (ZAC application) for emergency or mobile services. Your phone extension can literally travel with you, and the app can be used if the premises go offline.

2. Additional disaster recovery options. In addition to above we would also like to consider other possibilities. Please indicate if you support these and describe how high availability will perform and how the system will failover utilizing these options.

The Zultys data centers automatically fail over if one of them goes offline. For end users, only internet access is needed. For Premium and Standard license types, users have the option of using the mobile phone app for disaster recovery or for everyday mobile usage. The disaster recovery is an inherent part of the system, meaning you do not need to house and manage fail-over hardware on site.

5. EQUIPMENT WARRANTY. The school district expects the warranty on all telephone system equipment of not less than 1 year, to commence upon completion of the entire project. Handsets or other system component equipment received at the school district prior to project completion should not trigger the commencement of any warranty periods. **Please describe how you intend to handle warranty on equipment and the entire system.**

Any hardware provided (phones, switches, door phones, analog adapters) will be replaced at no charge if it fails within the first year of operation.

Zultys Cloud Services at a Glance

Zultys delivers an easy-to-use, secure, and reliable platform designed to streamline all forms of communications and increase productivity for any size business. With Zultys, users can control all forms of communications in a single user interface. This architecture allows users to seamlessly handle all types of customer communications in one easy-to-use platform.

Zultys Advantages

Zultys Cloud Support Button – Every phone has a button that enables users to call Zultys support with a less than 16 second average hold time.

One-Touch Record – Press a record button on a physical phone, inside ZAC (Zultys Advanced Communicator), or with MX Mobile on your iPhone or Android device. The recording starts from the beginning of a call with the simple press or click of a record button during an active call.

Call Attach Data – Take notes during and after a business call with customized Call Attached Data (CAD) fields. CAD fields are included with a call when transferred to other users on the system. Acknowledging why someone is calling helps improve the customer experience. Run reports on any CAD fields using MX reports.

Flexibility of Deployment – Zultys Advanced Communicator is both client and browser-based, utilizing Web RTC technology, allowing your customer to have a choice.

Screen Share and Video – Easily share your screen or start video with the click of a button. Allow your organization to collaborate with other individuals or a group inside your office or invite outside parties. Allow your team to collaborate seamlessly without a subscription or a need to download a separate piece of software.

Most Reliable

Single secure virtual instance per customer
SLA 99.999 reliability
Geo-redundant data centers
Blended bandwidth for better uptime than most competitors that use only one underlying carrier
Mobility application for cell phones for all users to protect against local last mile outages at the customer's site

World-Class Support

100% US-based support
Implementation specialist assigned to each account
Zultys Support Desk button on every phone
Webinar training or video training

Robust Scalability

Support 5 to 10,000+ users
Add or delete users from a portal to support your business seasonally
Feature set that continues to grow with current technology demands

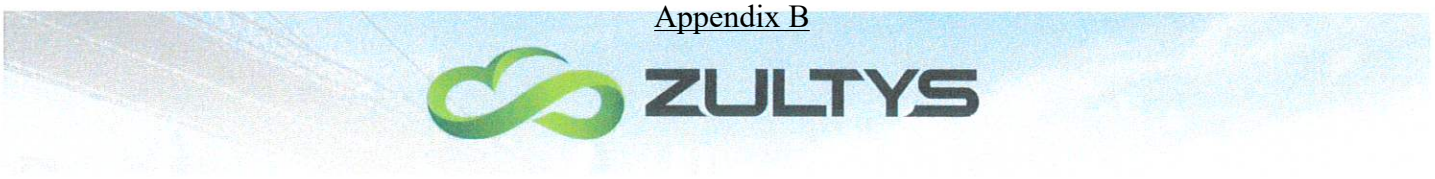
You're Protected

Single secure virtual instance with dedicated login and passwords
Separation of all data from other customers
HIPAA Compliant
Kari's Law Compliant
Ray Baum's Act Compliant
Physically secured data centers
Encrypted telephone calls
Optional MPLS through customer's carrier

Business Critical Integrations

Contact sales@zultys.com to ask about your specific CRM/ERP/EMS
Zultys allows integration with most software
Below are a few popular integrations
Outlook
Microsoft Dynamics
Teams
SalesForce
NetSuite
Sugar
Sage
Zoho

Appendix B



FEATURES	STANDARD USER	PREMIUM USER	CONTACT CENTER USER
Hunt Group	•	•	•
ACD Group	•	•	•
Customizable Call Distribution	•	•	•
Paging Group	•	•	•
Auto Attendant	•	•	•
Internal 911 Call Notifications	•	•	•
Voice Mail	•	•	•
Voice Mail Escalations	•	•	•
Voice Mail to Email	•	•	•
Voice Mail Transcription	•	•	•
Call Forwarding	•	•	•
Personal Call Handling Rules	•	•	•
Call Queue	•	•	•
Music on Hold	•	•	•
Queue Announcements – 64 sources	•	•	•
Zultys MX Mobile for iPhone/Android	•	•	•
Basic Reporting - Scheduled	•	•	•
Conferencing – 3 Party	•	•	•
Instant Messaging	•	•	•
Invite Outside Contacts to IM	•	•	•
Presence with Custom Note Field	•	•	•
MXconference	$	•	•
Call Recording	$	$	•
MXreport Call Detail Records	$	$	•
MXreport – Contact Center Edition	$	$	•
SMS Messaging	$	$	$
Outbound Dialer		$	$
Zultys Advanced Communicator		•	•
Binding – Work from anywhere		•	•
Native Softphone		•	•
Call Attached Data		•	•
FAX		•	•
Screensharing		•	•
Invite External Contacts to Group Chats		•	•
File Sharing		•	•
Webchat		•	•
Outlook Integration		•	•
Video		•	•
Contact Center Agent Functionality			•
Contact Center Supervisor Functionality			•
Customizable Wallboard			•

FEATURES

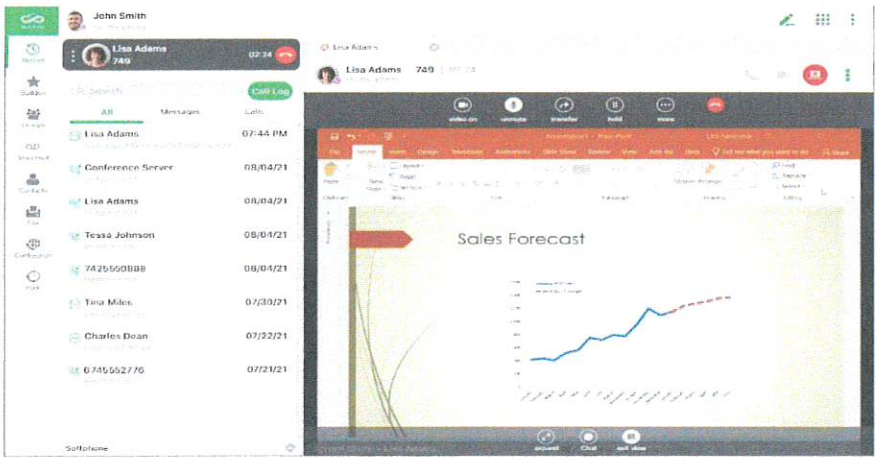
Zultys MX Mobile for iPhone and Android



Zultys mobility solutions for Unified Communications allow employees to stay in contact no matter where they are. MX Mobile is a real-time presence and communications client for Android and iPhone that delivers a complete Unified Communications experience to mobile workers by integrating them into the corporate Voice and Unified Communications system. Zultys mobility solutions provide critical tools like voice mail access and management, presence, internal extension dialing, corporate directory access, and least-cost routing to cut international call costs. MX Mobile supports call group functionality, allowing users to make and receive calls for the call group extension from their smartphones. Users can also share files with coworkers over the application.

Included in the Standard User, Premium User and Contact Center User Packages.

ZAC Unified Communication Client with Softphone



Zultys' UC client for desktop Zultys Advanced Communicator (ZAC) integrates and manages all of your communications functions. The client lets you see the presence status of others in your company. You can send emails, control all your phone calls via desktop phones or a softphone, send and receive faxes, send secure Instant Messages and voice messages, share your screen, check Voicemail, and much more – all with a single mouse click. ZAC comes prepackaged with the softphone feature. Turn the computer into a phone and unclutter employee's desks.

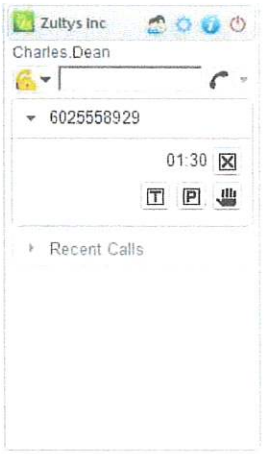
Included in the Premium User and Contact Center User Packages.

Zultys Outlook Communicator

With Zultys Outlook Communicator, your Zultys IP phone system can be closely integrated with Microsoft Outlook. Users have full call control and can phone contacts directly from Outlook. This product conveniently synchronizes the User's Presence with their Outlook calendar, allowing it to be changed directly from Outlook.

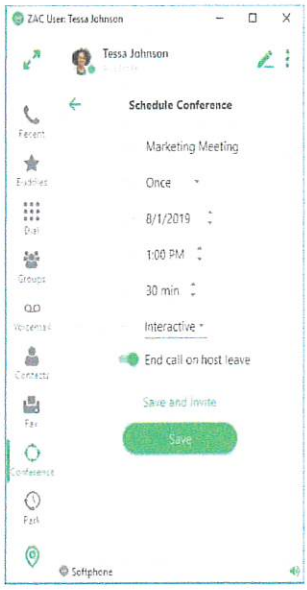
Included in the Premium User and Contact Center User Packages.

Zultys Salesforce Communicator



Companies that have Zultys Cloud Services and use Salesforce.com as their customer relationship management (CRM) system can integrate the two systems using Zultys Salesforce Communicator. After a call center agent installs the software, they can make, transfer and disconnect calls from within a Salesforce window and obtain a caller's contact information in a Salesforce screen display. Additionally, Salesforce automatically logs the call record in its database.

Can be purchased as an additional feature for any user package type.

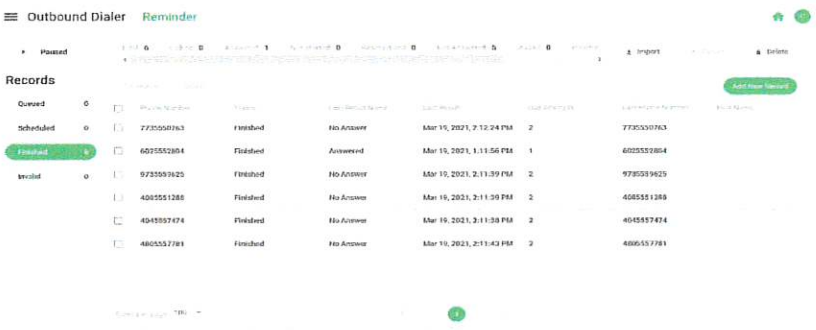


MXconference

MXconference eliminates the need for costly pay-as-you-go subscription-based conference services. MXconference is fully integrated with the ZAC desktop Unified Communications client and uses a simple management window to schedule, manage and launch audio conferences through basic point-and-click commands — whether they are "on-demand" or planned weeks in advance.

Included in the Premium User and Contact Center User Packages. Additional conference participator licenses available as an additional feature.

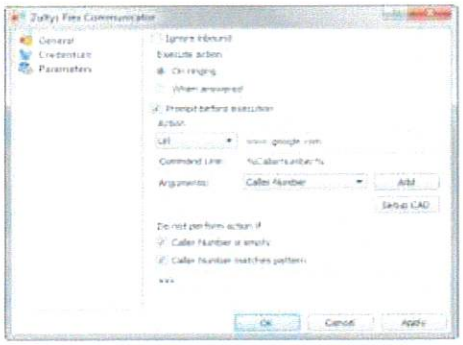
MXoutbound



MXoutbound, a fully integrated outbound dialer solution, offers a flexible and easy-to-manage automated process for reaching out to an organization's customer base. MXoutbound is appropriate for virtually any application that requires automatic outbound dialing. The call message may be as simple as a single recorded sentence or an elaborate customer survey with a series of questions based on previous responses.

Can be purchased as an additional feature for any user package type.

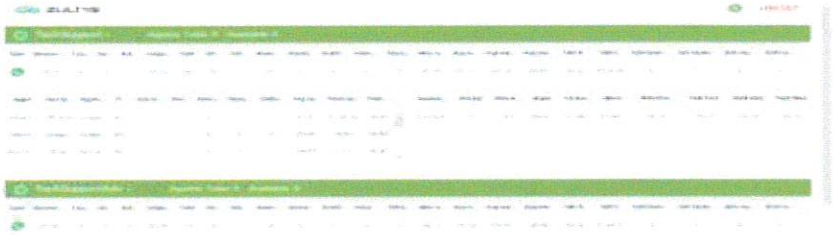
Zultys Flex Communicator



Zultys Flex Communicator simplifies integration with web-based and traditional CRM and line-of-business applications. Zultys Flex Communicator generates screen pops for caller information on receipt of an incoming call. It can be compatible with web-based CRM applications and programs installed on the user's computer.

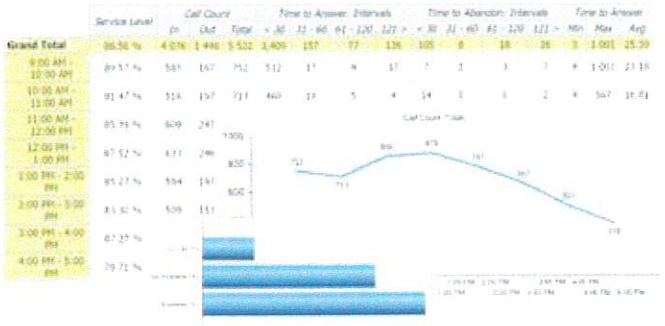
Can be purchased as an additional feature for any user package type.

Integrated Contact Center Solution



The Zultys Integrated Contact Center (ICC) intelligently processes incoming calls to a group of Supervisors & Agents based on administrator-defined rules & real-time conditions. When there are more callers than available agents, ICC will either re-route callers or queue callers with customized in-queue messages and music that may be unique for each ICC group. Agents can be located anywhere in the world, allowing for true flexibility and round-the-clock coverage, without the need to relocate key talent. Contact Center solution comes prepackaged with the SuperView feature, a real-time call monitoring & statistics for multiple ICC groups in a single window.

Included in the Contact Center User Packages.



MXreport

MXreport gives users the ability to generate custom reports on-call activity. MXreport allows users to generate their own report template and create graphs via a drag and drop report builder. Report scheduler automatically delivers reports via email or to a designated folder every day, week, month, and so on.

Contact Center Edition of MXreport is included in the Contact Center User Packages. CDR Edition of MXreport can be purchased as an additional feature for any user package type.

ZULTYS

END POINTS

ZIP 49GE

The ZIP 49GE Smart Media Phone combines productivity-enhancing visual communications with the Android operating system's flexibility, accessed via a 7-inch touch screen, to deliver an outstanding user experience for business professionals. Functions and contacts may be accessed quickly via 27 programmable soft keys.





ZIP 47GE

The ZIP 47GE combines a hi-resolution color display and dual Gigabit Ethernet ports in a feature-rich IP phone ideal for busy executives and heavy phone users. Functions and contacts may be accessed quickly via 27 programmable soft keys.

ZIP 45G

The ZIP 45G incorporates a 3.7" backlit graphical display and dual Gigabit Ether in a feature-rich IP phone suitable for the most demanding of users. Functions ar contacts may be accessed quickly via 21 programmable soft keys.



ZULTYS



Z 21i

The Z 21i is an easy-to-use, cost-effective business IP phone with a graphical backlit display, dedicated line keys, and Power over Ethernet (PoE) support.

Z 22G

The Z 22G is an easy-to-use, cost-effective, business IP phone with a color display, dedicated line keys, and dual Gigabit Ethernet ports with Power over Ethernet (PoE).





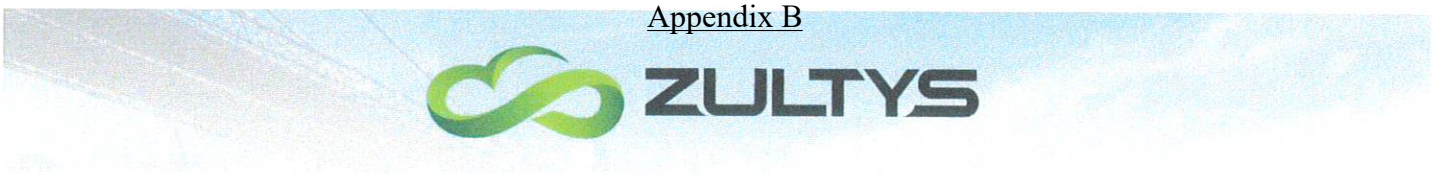
Z 23GE

The Z 23GE combines a color display and dual Gigabit Ethernet ports in a feature-rich IP phone ideal for busy phone users. Functions and contacts may be accessed quickly via 14 programmable soft keys.

ZIP 450M

The ZIP 450M's 4.3" 272x480 pixel color screen can add up to 60 additional programmable keys to ZIP 45G, ZIP 47GE and ZIP 49GE phones. Up to 3 expansion modules can be daisy-chained per each phone.





Quote Summary

All Pricing is subject to final confirmation at the time of order.

Hosted PBX				
Service Location	**Provider**	**Term**	**Monthly ($)**	**Install ($)**
2023 Colfax Street, Schuyler, NE 68661	Zultys	36	$3,167.73	$0.00

Service Location	Total Monthly ($)	Total Install (
	$3,167.73	$0.00

Quote Details

2023 Colfax Street, Schuyler, NE 68661			
Voice Services	**QTY**	**Unit Price**	**Monthly**
Existing DIDs to Port (DID Promotional Free)	37	$0.00	$0.00
Premium Users: 1-User, 1-ZAC/MXIE, 1-Outlook Communicator with Exchang	27	$16.99	$458.73
Lobby Users	295	$7.00	$2,065.00
Professional Services	322	$2.00	$644.00
Installation Services	**QTY**	**Unit Price**	**One-Time**
Existing DIDs to Port (DID Promotional Free)	20	$0.00	$0.00

Site Total	**Monthly**	$3,167.73	**One-Time**	$0.00
Order Totals	**Monthly**	$3,167.73	**One-Time**	$0.00

If you'd wish to proceed or find out more information on this Proposal please contact your agent at:
salesteam@americom.biz

Appendix B

ZULTYS

ZULTYS CLOUD SERVICES

The Power of Cloud Business Communications in One Seamless Solution



ZULTYS

ZULTYS CLOUD SERVICES

Is It Time to Move Your Business Communications to the Cloud?

One of the newest and fastest-growing telecommunications trends is called "hosted" or "hosted VoIP." From a technology standpoint, it is about moving your business communications to the cloud. However, it is also a change in how you pay for your office phone system and Unified Communications solution. As opposed to making a capital investment for the ownership, the hosted approach allows you to pay for this service every month. So it's both a new technology and a new approach to expense management.

Enterprise Capabilities

Enterprise-grade communication tools

Easily Scalable

Add phones and services as your business expands, over 10,000 users

Cost Saving

No large upfront investment required

Reliable

Multiple redundant data centers supervised and maintained 24/7/365

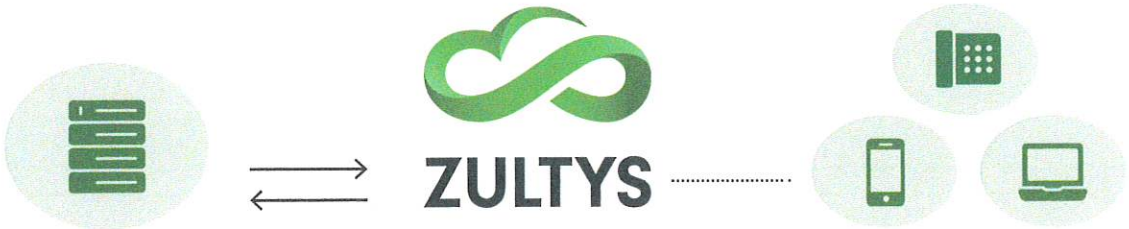
Business Continuity

The system continues operating even if your office is out of power or your internet connection is down

Stay Connected to Your Business From Wherever You Are

In the hosted world, your communications system resides in "the cloud," on a server in a remote data center, and you access it with an internet connection. Servers installed in our state-of-the-art data centers are fully redundant with failover protection and are supervised around the clock.

With Zultys Cloud Services, you can be up and running very quickly. Ongoing administration is simple with the MX Admin interface that enables user management, monitoring, and making changes to your service at any time.



Zultys provides and manages the backbone network

Communications travel through the internet

You can work anywhere and everywhere with the device of yourchoice

Appendix B

ZULTYS

ZULTYS CLOUD SERVICES

Not All Hosted Solutions Are Created Equal

When selecting a business phone system, one size doesn't fit all. It's about designing the right fit so you can focus on running your business instead of worrying about your phone system.

The right fit is the one that gives you the tools to increase productivity and efficiency and help you grow your business profitably while improving client support. Many cloud phone systems out there were designed for the small-office and home-office market and lack true business functionality.

Zultys hosted solutions are built upon over a decade of delivering powerful enterprise-class communications capabilities to small, medium, and large organizations throughout the world.

Whether you have 10 employees or 10,000, have a single location or 100 branch offices, we have the system and the experience to help you communicate better.

Desktop Unified Communications

UC client for Windows & Mac

Mobile App

UC client for iPhone & Android

Presence & Instant Messaging

Easy way to get a hold of colleagues

Call Groups & Reporting

Operator, ACD, Hunt, and other call groups with customized reporting

Visual Voicemail

Conveniently browse voicemail messages and recordings

More Feature Highlights:

- Conferencing
- Softphone
- Video Calling
- Record calls with a single button click
- Enhanced Call Handling Rules
- Automated Attendant
- Interactive Voice Response
- Automated Outbound Calling
- Integration with Outlook and Microsoft Exchange
- Salesforce and other CRM integration
- Integrated Fax Server
- Active Directory / LDAP Support
- User-friendly admin interface
- And much more!

Appendix B



ZULTYS CLOUD SERVICES

FEATURES	STANDARD USER	PREMIUM USER	CONTACT CENTER USER
Hunt Group	•	•	•
ACD Group	•	•	•
Customizable Call Distribution	•	•	•
Paging Group	•	•	•
Auto Attendant	•	•	•
Internal 911 Call Notifications	•	•	•
Voice Mail	•	•	•
Voice Mail Escalations	•	•	•
Voice Mail to Email	•	•	•
Voice Mail Transcription	•	•	•
Call Forwarding	•	•	•
Personal Call Handling Rules	•	•	•
Call Queue	•	•	•
Music on Hold	•	•	•
Queue Announcements – 64 Sources	•	•	•
Zultys MX Mobile for iPhone/Android	•	•	•
Basic Reporting - Scheduled	•	•	•
Conferencing – 3 Party	•	•	•
Instant Messaging	•	•	•
Invite Outside Contacts to IM	•	•	•
Presence With Custom Note Field	•	•	•
MXconference	$	•	•
Call Recording	$	$	•
MXreport Call Detail Records	$	$	•
MXreport – Contact Center Edition	$	$	•
SMS Messaging	$	$	$
Outbound Dialer		$	$
Zultys Advanced Communicator		•	•
Binding – Work From Anywhere		•	•
Native Softphone		•	•
Call Attached Data		•	•
FAX		•	•
Screensharing		•	•
Invite External Contacts to Group Chats		•	•
File Sharing		•	•
Webchat		•	•
Outlook Integration		•	•
Video		•	•
Contact Center Agent Functionality			•
Contact Center Supervisor Functionality			•
Customizable Wallboard			•



zultys.com
Zultys, Inc. 785 Lucerne Drive
Sunnyvale, CA 94085
Tel: +1-888-985-8971

Zultys, the Zultys logo, and the Zultys mark are trademarks of Zultys, Inc. All other trademarks used herein are the property of their respective owners. 2022 Zultys, Inc. All rights reserved. 96-35600-03

Appendix B

ZULTYS

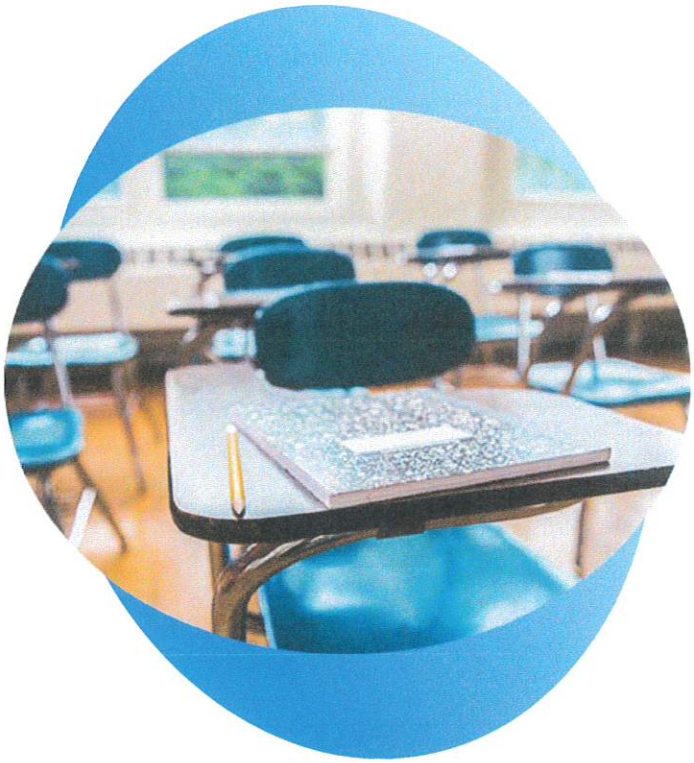
EDUCATION

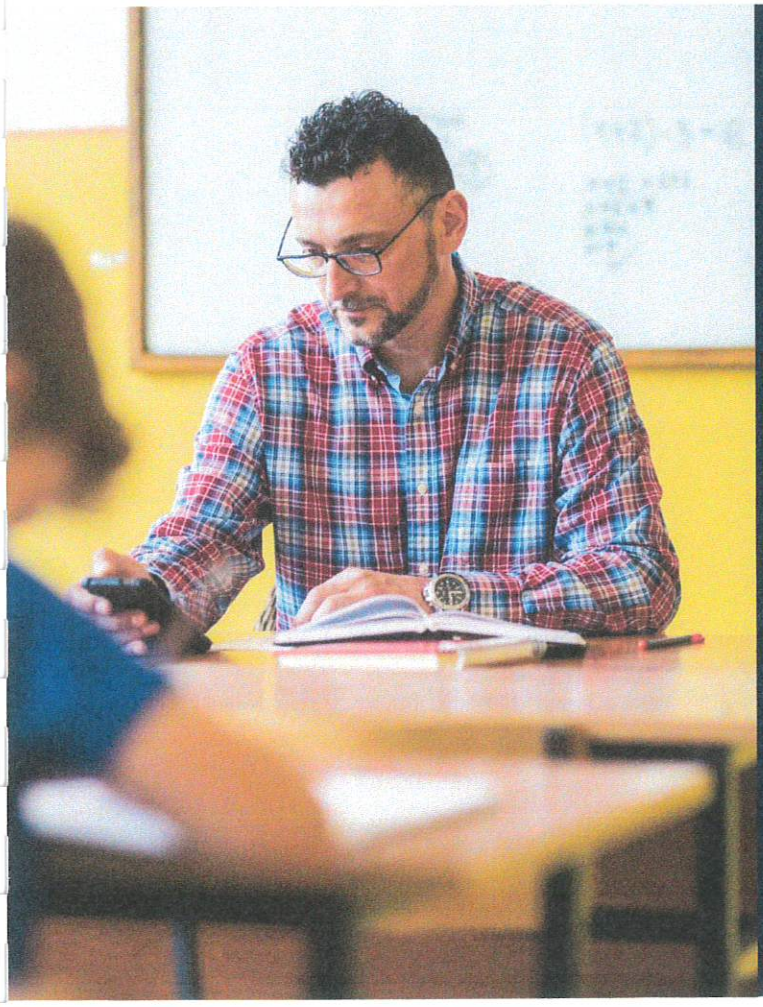
Transforming the Education Industry's Communications

Our UC solutions can be powerful agents of change for educational institutions.

Educational institutions must continually find innovative ways to improve processes and enhance systems to benefit the needs of students and the working conditions of faculty and administrators.

Our Unified Communications solution merges voice, data, video, chat, presence, and mobility applications onto a single easy-to-use platform. This gives school staff access to effective tools that will enable them to achieve goals for improving communications responsiveness, productivity, and dissemination of information, while enhancing safety and security, and reducing costs.





A More Connected, Mobile, and Safe Education Solution

Dissemination of knowledge is no longer tied to a physical campus or traditional classrooms. Cloud-based computing, mobile connectivity, and streaming video enable collaboration and learning to take place anytime and anywhere. Our robust suite of management communication tools enables institution staff to monitor and track all streams of communication for improved productivity and efficiency.

- When deployed as a district-wide implementation, IT staff can maintain and program all campuses with one single administration tool.
- Web-based management allows IT to quickly change calling privileges for teachers, administrators, and other staff from an easy-to-use, single pane of glass interface.
- With Zultys MX Mobile, school staff can communicate instantly with each other by voice, chat, or video to enhance collaboration and increase productivity.
- In a school environment Zultys IP desktop phones can be moved from room to room without IT assistance.

Appendix B

ZULTYS

EDUCATION

Improved Responsiveness

For school districts and higher education institutions, communication isn't simply about a communications system. It's about fostering collaboration inside and outside the classroom between educators and parents. Our UC delivers the necessary tools to foster an environment of faster communication between these groups.

- Voicemail / fax to email — Manage calls from parents and other teachers from the office, from home, or on the go from smartphones.
- Allows for operators to answer from home during snow days, or during an emergency when reaching school isn't possible.
- Presence notification via PC, tablet, or mobile device screen shows teacher and administrator availability to take calls or chat.
- Faculty like janitorial staff, security, or any other mobile personnel can use their phone extension on the go.
- Built-in conferencing allows staff to schedule audio and video meetings and share screens and files with stakeholders inside and outside the organization.

Safety and Security

Ensuring that students, faculty, and staff are kept safe is a paramount concern for every educational institution today. A Unified Communications solution provides tools for enhancing safety to everyone in a school setting.

- Enhanced ability to react to situations and communicate immediately. For example, administrators can press a button on a desktop IP phone or a mobile device and connect to built-in speakers on a classroom phone.
- MX mobile support safeguards employees and students in and around a building by allowing faculty to communicate quickly and discreetly with each other in times of emergency.

In the event of a 911 emergency at any school, the Zultys system automatically notifies selected school staff that a 911 call has been placed. Notification includes building location along with the room number and extension of the 911 call, to drastically improve emergency response time.

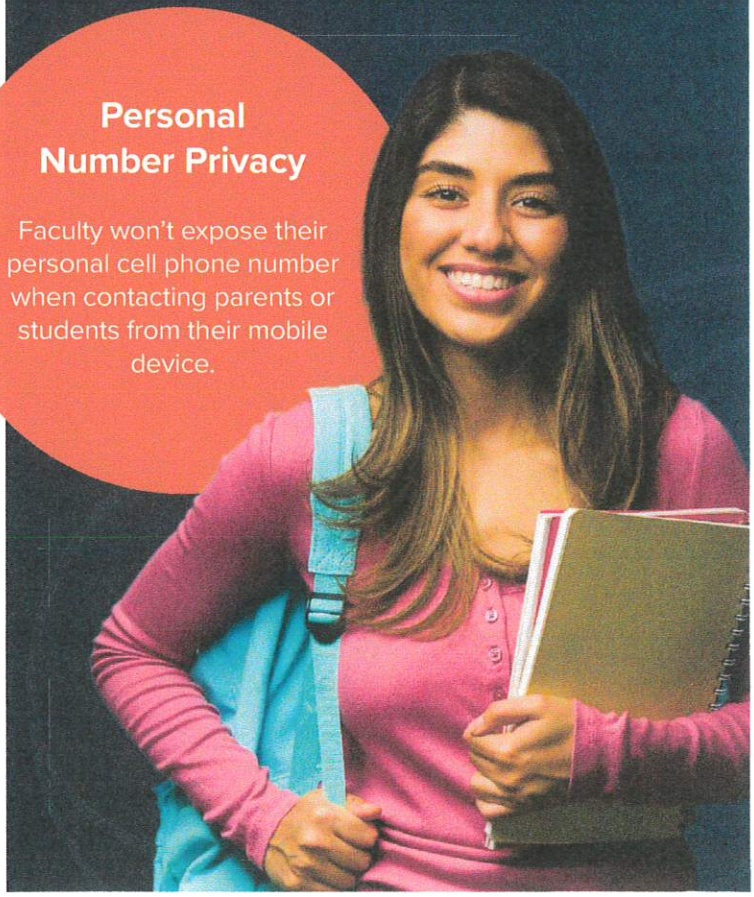
Workforce Mobility

MX Mobile provides staff access to shared information at any time, from wherever they are, fostering a cohesive and connected work environment. Using tools like voice, chat, presence alerts, SMS messaging, and more, employees are reachable in a multitude of ways, keeping connectivity and communication constant. Additionally, school employees have access to their email, voice mail, and more, regardless of their location.

- MX Mobile allows faculty to make calls and SMS text messages to parents with the built-in softphone. They can also see their call log, change their status, and even send secure IMs to other teachers and administrative staff while on the go, in the halls, in the lunchroom, or off campus.
- Enable effective communications during campus events by connecting mobile staff who are outside of school buildings, like security, maintenance, and drivers, with on-premise school administration and teachers, for improved coordination and emergency response if needed.

Personal Number Privacy

Faculty won't expose their personal cell phone number when contacting parents or students from their mobile device.



Appendix C

DAVIS BACON ACT – ADDITIONAL CONTRACT PROVISIONS
FOR TELEPHONE SYSTEM REPLACEMENT PROJECT
SCHUYLER COMMUNITY SCHOOLS

(a) **Davis Bacon Act.** The Agreement is subject to the federal Davis-Bacon Act and implementing regulations, including 29 C.F.R. § 5.1 et seq., all as may be amended from time to time. The follow clauses, terms and conditions in this subsection (a) are expressly incorporated into the Agreement. The Contractor is responsible for compliance with all aspects of the following incorporated terms. To the extent the regulations call for Owner performances, the duties shall be carried out by the Contractor, either in consultation with the Owner or with notice to the Owner.

(1) Minimum wages.

(i) All laborers and mechanics employed or working upon the site of the work (or under the United States Housing Act of 1937 or under the Housing Act of 1949 in the construction or development of the project), will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor, which is attached hereto as Exhibit 1 and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Exhibit 1 is effective as of the date of the Agreement and may be updated from time to time by the U.S. Department of Labor. Contractor and all subcontractors shall comply with the latest version of Exhibit 1. Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (a)(1)(iv) of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 C.F.R. § 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph (a)(1)(ii) of this section) and the Davis-Bacon poster (WH-1321, attached as Exhibit 2) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

(ii)

(A) The Contractor, in consultation with and notice to the Owner, shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The Contractor, in consultation with and notice to the Owner, shall approve an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

(1) The work to be performed by the classification requested is not performed by a classification in the wage determination; and

(2) The classification is utilized in the area by the construction industry; and

(3) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(B) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the Owner agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by the Contractor on behalf of the Owner to the Administrator of the Wage and Hour Division, U.S. Department of Labor, Washington, DC 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise the Owner or will notify the Owner within the 30-day period that additional time is necessary.

(C) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the Owner do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the Contractor, on behalf of the Owner, shall refer the questions, including the views of all interested parties and the recommendation of the Owner, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise the Owner or will notify the Owner within the 30-day period that additional time is necessary.

(D) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs (a)(1)(ii) (B) or (C) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

(iii) Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

(iv) If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the

amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

(2) Withholding. The Owner shall upon its own action or upon written request of an authorized representative of the U.S. Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the site of the work (or under the United States Housing Act of 1937 or under the Housing Act of 1949 in the construction or development of the project), all or part of the wages required by the contract, the Owner may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

(3) Payrolls and basic records.

(i) Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work (or under the United States Housing Act of 1937, or under the Housing Act of 1949, in the construction or development of the project). Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs,

the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.

(ii)

(A) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to the Owner, for transmission, when requested, to the appropriate federal and/or state agency. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at http://www.dol.gov/esa/whd/forms/wh347instr.htm or its successor site, and is attached as Exhibit 3. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the Owner for transmission, when requested, to the appropriate federal and/or state agency, the contractor, or the Wage and Hour Division of the U.S. Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to the sponsoring government agency (or the applicant, sponsor, or owner).

(B) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

(1) That the payroll for the payroll period contains the information required to be provided under § 5.5 (a)(3)(ii) of Regulations, 29 CFR part 5, the appropriate information is being maintained under § 5.5 (a)(3)(i) of Regulations, 29 CFR part 5, and that such information is correct and complete;

(2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3;

(3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(C) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph (a)(3)(ii)(B) of this section.

(D) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.

(iii) The contractor or subcontractor shall make the records required under paragraph (a)(3)(i) of this section available for inspection, copying, or transcription by authorized representatives of the Owner or the U.S. Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, the Federal agency may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

(4) Apprentices and trainees —

(i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen

hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) **Trainees.** Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(iii) **Equal employment opportunity.** The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

(5) Compliance with Copeland Act requirements. The contractor shall comply with the requirements of 29 CFR part 3, which are incorporated by reference in this contract.

(6) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses contained in 29 CFR 5.5(a)(1) through (10) and such other clauses as the appropriate state agency or Federal agency may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

(7) Contract termination: debarment. A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract, and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

(8) Compliance with Davis-Bacon and Related Act requirements. All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this contract.

(9) Disputes concerning labor standards. Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the U.S. Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and the Owner, the U.S. Department of Labor, or the employees or their representatives.

(10) Certification of eligibility.

(i) By entering into this contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(ii) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

(b) Contract Work Hours and Safety Standards Act. The Agreement is subject to the federal Contract Work Hours and Safety Standards Act when the amount of the Agreement is more than $100,000.00. When applicable, the follow clauses, terms and conditions in this subsection (b) are expressly incorporated into the Agreement. The Contractor is responsible for compliance with all aspects of the following incorporated terms. To the extent the regulations call for Owner performances, the duties shall be carried out by the Contractor, either in consultation with the Owner or with notice to the Owner.

Appendix C

(1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of $ 27 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) Withholding for unpaid wages and liquidated damages. The Owner shall upon its own action or upon written request of an authorized representative of the U.S. Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

Appendix C

Exhibit 1
Wage Determination – General Decision No. NE20220078 (Effective 09-02-2022)
(Page 1 of 7)

"General Decision Number: NE20220078 09/02/2022

Superseded General Decision Number: NE20210078

State: Nebraska

Construction Type: Building

Counties: Antelope, Boyd, Brown, Burt, Cedar, Colfax, Cuming, Dodge, Holt, Keya Paha, Rock, Stanton and Wayne Counties in Nebraska.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	. Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least $15.00 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	. Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least $11.25 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at https://www.dol.gov/agencies/whd/government-contracts.

Appendix C

Exhibit 1

Wage Determination – General Decision No. NE20220078 (Effective 09-02-2022)
(Page 2 of 7)

Modification Number	Publication Date
0	01/07/2022
1	02/18/2022
2	02/25/2022
3	03/18/2022
4	04/01/2022
5	06/03/2022
6	07/08/2022
7	09/02/2022

BOIL0083-002 01/01/2021

	Rates	Fringes
BOILERMAKER	$ 41.52	30.36

BRNE0001-006 06/29/2020

BURT, CEDAR, COLFAX, CUMING, DODGE, STANTON, AND WAYNE COUNTIES

	Rates	Fringes
BRICKLAYER	$ 30.21	17.25

BRNE0001-007 06/01/2014

ANTELOPE, BOYD, BROWN, HOLT AND KEYA PAHA COUNTIES

	Rates	Fringes
BRICKLAYER	$ 23.99	12.66

CARP0427-007 06/01/2021

ANTELOPE, BURT, COLFAX, CUMING, DODGE, STANTON AND WAYNE COUNTIES

	Rates	Fringes
CARPENTER (Drywall Hanging Only)	$ 28.64	15.33

ELEC0022-002 06/01/2022

BURT, COLFAX, CUMING, DODGE AND STANTON COUNTIES

	Rates	Fringes
ELECTRICIAN	$ 41.60	17.98

ELEC0231-009 06/04/2020

CEDAR AND WAYNE COUNTIES

	Rates	Fringes
ELECTRICIAN	$ 34.73	11.42+4%

---

* ELEC0265-004 09/01/2022

ANTELOPE, BOYD, BROWN, HOLT, KEYA PAHA AND ROCK COUNTIES

	Rates	Fringes

Appendix C

Exhibit 1

Wage Determination – General Decision No. NE20220078 (Effective 09-02-2022)
(Page 3 of 7)

ELECTRICIAN

Zone 1	$ 31.00	15.75
Zone 2	$ 31.30	15.77
Zone 3	$ 31.60	15.80
Zone 4	$ 32.00	15.84

ZONE DEFINITIONS:
Zone 1: 0 to 35 miles from the main Post Office in Lincoln
Zone 2: 36 to 50 miles from the main Post Office in Lincoln
Zone 3: 51 to 75 miles from the main Post Office in Lincoln
Zone 4: 76 miles and over from the main Post Office in Lincoln

---

ELEV0028-001 01/01/2022

	Rates	Fringes
ELEVATOR MECHANIC	$ 49.11	36.885+a+b

FOOTNOTE:
a. Vacation Pay: 8% for persons with 5 or more years of service, 6% for persons with less than 5 years of service.
b. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

IRON0021-010 06/01/2022

BURT, COLFAX AND DODGE COUNTIES

	Rates	Fringes
IRONWORKER, STRUCTURAL	$ 33.55	20.23

IRON0021-011 05/01/2022

ANTELOPE, BOYD, BROWN, CEDAR, CUMING, HOLT, KEYA PAHA, ROCK, STANTON AND WAYNE COUNTIES

	Rates	Fringes
IRONWORKER, STRUCTURAL	$ 27.75	17.56

LABO1140-010 06/01/2016

	Rates	Fringes
LABORER (Mason Tender, Brick & Hod)	$ 20.63	9.40

PLUM0016-003 05/16/2021

	Rates	Fringes
PLUMBER (Excluding HVAC Pipe Installation)	$ 39.95	13.81

PLUM0464-019 05/29/2022

	Rates	Fringes
PIPEFITTER (Includes HVAC		

Pipe Installation).....$ 40.13 16.10

SFNE0669-001 04/01/2022

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers).....	$ 39.80	23.99

SHEE0003-020 07/01/2021

BROWN, BURT, COLFAX, CUMING, DODGE, KEYA PAHA, ROCK AND STANTON COUNTIES

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation).....	$ 37.26	17.76

SHEE0003-021 05/01/2012

ANTELOPE, BOYD, CEDAR, HOLT AND WAYNE COUNTIES

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation).....	$ 22.41	10.29

---

* SUNE2012-015 04/19/2012

	Rates	Fringes
CARPENTER, Excludes Drywall Finishing/Taping, and Drywall Hanging.....	$ 17.39	3.13
CEMENT MASON/CONCRETE FINISHER...	$ 17.80	1.34
DRYWALL FINISHER/TAPER.....	$ 13.79 **	3.32
LABORER: Common or General.....	$ 12.07 **	2.85
OPERATOR: Backhoe/Excavator/Trackhoe.....	$ 21.82	2.22
OPERATOR: Loader.....	$ 16.58	0.94
ROOFER.....	$ 14.52 **	0.65
TRUCK DRIVER: Dump, Lowboy and Tandem.....	$ 14.56 **	1.68

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

==========

** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($15.00) or 13658 ($11.25). Please see the Note at the top of the wage determination for more information.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave

for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at https://www.dol.gov/agencies/whd/government-contracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates

the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

* an existing published wage determination
* a survey underlying a wage determination
* a Wage and Hour Division letter setting forth a position on a wage determination matter
* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

==========

END OF GENERAL DECISIO"

Appendix C

Exhibit 2

Davis-Bacon poster (WH-1321)

EMPLOYEE RIGHTS

UNDER THE DAVIS-BACON ACT

FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

PREVAILING WAGES

You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform.

OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT

Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for up to three years. A contractor who falsifies certified payroll records or induces wage kickbacks may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

PROPER PAY

If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

or contact the U.S. Department of Labor's Wage and Hour Division.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd

WH1321 REV 10/17

U.S. Department of Labor
Wage and Hour Division

PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

U.S. Wage and Hour Division

Rev. Dec. 2008

NAME OF CONTRACTOR ☐ OR SUBCONTRACTOR ☐ | ADDRESS | OMB No.: 1235-0008 Expires: 04/30/2021

PAYROLL NO. | FOR WEEK ENDING | PROJECT AND LOCATION | PROJECT OR CONTRACT NO.

(1) NAME AND INDIVIDUAL IDENTIFYING NUMBER (e.g., LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER) OF WORKER	(2) NO. OF WITHHOLDING EXEMPTIONS	(3) WORK CLASSIFICATION	OT. OR ST.	(4) DAY AND DATE / HOURS WORKED EACH DAY	(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS: FICA	WITH-HOLDING TAX			OTHER	TOTAL DEDUCTIONS	(9) NET WAGES PAID FOR WEEK
			O											
			S											
			O											
			S											
			O											
			S											
			O											
			S											
			O											
			S											
			O											
			S											
			O											
			S											
			O											
			S											

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. §§ 3.3, 5.5(a). The Copeland Act (40 U.S.C. § 3145) contractors and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and federal contracting agencies receiving this information review the information to determine that employees have received legally required wages and fringe benefits.

Public Burden Statement

We estimate that is will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S3502, 200 Constitution Avenue, N.W. Washington, D.C. 20210

(over)

Appendix C

Exhibit 3
Optional Form WH-347
(Page 1 of 2)

Appendix C

Exhibit 3
Optional Form WH-347
(Page 2 of 2)

Date _____

I, _____ _____
(Name of Signatory Party) (Title)

do hereby state:

(1) That I pay or supervise the payment of the persons employed by

_____ on the
(Contractor or Subcontractor)

_____; that during the payroll period commencing on the
(Building or Work)

_____ day of _____, _____, and ending the _____ day of _____, _____,

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

_____ from the full
(Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. § 3145), and described below:

_____

_____

_____

_____

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

☐ – in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

☐ – Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS:

NAME AND TITLE	SIGNATURE

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.

Appendix D

JOB SITE SECURITY REQUIREMENTS

Job-Site Security Protocol:

1. Prior to performing any work or entering on the Project site, all contractors and subcontractors, and suppliers and materialmen shall sign a "Contractor/Supplier Criminal Records Certification," a copy of which is attached hereto, certifying that such contractor shall not assign to work on the Schuyler Community Schools building project an employee having a criminal record as defined by the School District's policy, regulations, practices or directives and the general conditions of contract for the Project.

2. Schuyler Community Schools shall establish a school building construction site security protocol which shall include providing all employees of the contractors, employees of sub-contractors to the contractors, and other project related personnel with a "Project" badge or sticker created by Schuyler Community Schools; each badge or sticker shall have a unique identifier number. This unique identifier number must be logged by the Contractor's Site Superintendent or Project Manager so as to associate each individual's name and company with the number on the badge. A copy of the log shall be kept at all times in the office of the Contractor's Site Superintendent and must be submitted to the Schuyler Community Schools Superintendent's office at the end of each week. If wearing the Contractor-provided "Project" badge is not desirable and will interfere with the work being performed by that individual, the Contractor shall provide a sticker with the necessary information for identification for affected personnel, which shall include the unique number on the identification. This sticker may be affixed to the individual worker's hard hats. All means of identification other than what is provided by the Contractor must be approved by the Contractor's on-site Superintendent or Project Manager prior to implementation by the contractor. Identification must be visible at all times. Personnel failing to comply with the job-site security requirements may be required by the Contractor or Schuyler Community Schools' personnel to leave the job-site.

3. A copy of the list of properly certified works and other personnel authorized to be on the work site shall be provided by each contractor to the Contractor for the Project and kept in the on-site offices.

Appendix D

CRIMINAL RECORDS DIRECTIVE

(a) Definitions

1. "Disqualifying criminal history" shall mean any conviction or other criminal history information designated by the Owner, or one of the following offenses, if at the time of the offense, the victim was under 19 years of age or enrolled in a public school: a felony offense under Nebraska Criminal Code Article 3 Offenses Against The Person; an offense for which a defendant is required to register as a sex offender under the Nebraska Sex Offender Registration Act, Neb. Rev. Stat. §§ 29-4001 et seq.; or an equivalent offense under federal law or the laws of another state.

2. "Site of an Awarded Project" shall be defined to include the location of the physical work to be completed on the project where it is expected that minors under the age of 16 will be present on a regular basis during the completion of the contractors' scope work. The Site of an Awarded Project shall not include a Contractor's, Subcontractor's, or Supplier's home office.

(b) To help prevent any individuals or agents who have committed crimes of a serious nature from working at the site of an awarded project, the Contractor shall:

1. Require that each of its employees who are to work at the Site of an Awarded Project to complete the "Criminal Record Disclosure" prior to when the employee is to begin work at the Site of an Awarded Project.

Unless the Contractor has actual or constructive knowledge that an employee omitted information or misrepresented information in completing the Criminal Record Disclosure, the Contractor shall not be liable for damages incurred as a direct or indirect result of such omission or misrepresentation.

2. Include this provision in each of its subcontracts and require that each of its Subcontractors' employees complete the Criminal Record Disclosure prior to when the Subcontractor's employee is to begin work at Site of an Awarded Project.

Unless the Contractor or Subcontractor has actual or constructive knowledge that an employee omitted information or misrepresented information in completing the Criminal Record Disclosure, neither the Contractor nor the Subcontractor shall be liable for damages incurred as a direct or indirect result of such omission or misrepresentation.

3. Include this provision in each of its Supplier agreements where supplies are to be delivered to the Site of an Awarded Project by the Supplier and require that each of such Suppliers' employees complete the Criminal Record Disclosure prior to when the Supplier's employee is to deliver the supplies to the Site of an Awarded Project.

Unless the Contractor or Supplier has actual or constructive knowledge that an employee omitted information or misrepresented information in completing the Criminal Record Disclosure, neither the Contractor nor the Supplier shall be liable for damages incurred as a direct or indirect result of such omission or misrepresentation.

4. Upon receipt of the names of the questionnaire for each employee, the Contractor, Subcontractor or Supplier shall conduct a search on the Nebraska State Patrol - Sex-Offender Registry website, http://www.nsp.state.ne.us/SOR/find.cfm, to confirm such employee is not listed thereon.

5. In the event that the Contractor, Subcontractor or Supplier or School District determine that an employee as a record of crimes of a serious nature to immediately reassign and remove any individual or agent from the work site who is not in full compliance with the requirements of this paragraph.

Appendix D

CRIMINAL RECORD DISCLOSURE

This disclosure must be updated within 7 days of any NEW charges or convictions.

To be submitted upon contract award

Name _____
Last First Middle

Address _____
Street City State Zip Code

Telephone Number (__)___-_____ Social Security Number _____-_____-_____

I understand the purpose of this document is to disclose to my employer any criminal events in my personal history that may preclude me from working on selected jobsites that contractually prohibit workers with a criminal record of a serious nature. I acknowledge the information provided is true and accurate. It is understood and agreed upon that any misrepresentation by me in this document will be sufficient cause for dismissal.

1. Have you ever been convicted of a felony? ☐ Yes ☐ No
   A conviction will not necessarily disqualify you from your current employment, but it may limit your ability to participate on specific projects. If yes, please attach a separate sheet detailing the nature of offense and terms of sentencing.
2. Have you been charged or convicted of any of the following crimes: (include date of any incident)
   - Rape, including statutory rape? ☐ Yes ☐ No
   - Sexual assault? ☐ Yes ☐ No
   - Sexual conduct of any kind with a minor? ☐ Yes ☐ No
   - Abuse of any kind of a minor or child? ☐ Yes ☐ No
   - Endangerment of a child or debauching a minor? ☐ Yes ☐ No
   - Public indecency? ☐ Yes ☐ No
   - Prostitution, pandering, or keeping a place of prostitution? ☐ Yes ☐ No
   - Assault or battery? ☐ Yes ☐ No
   - Kidnapping, false imprisonment or abduction? ☐ Yes ☐ No
   - Child pornography? ☐ Yes ☐ No
   - Any offense in which a minor was a victim? ☐ Yes ☐ No

   If you answered yes to any of the above, please attach a separate sheet detailing the charge or conviction, including where the charge or conviction occurred, when the events giving rise to the event occurred, and any other information that you would like us to know about the charge or conviction.
3. Are you now, or have you ever been, listed as a Registered Sex Offender in any State?
   ☐ Yes ☐ No
4. Are you currently on probation or work release? ☐ Yes ☐ No
   If yes, for what charge and how long a duration?: _____
   _____
5. On a separate sheet, please identify each city, county, and state in which you have lived for more than three months and the approximate dates in which you lived in each location.

I hereby attest this information and the information attached to be true and accurate.

_____ _____
Signature of Employee Date

Appendix D

CONTRACTOR/SUBCONTRACTOR/SUPPLIER CRIMINAL RECORDS CERTIFICATION

Our firm hereby certifies and agrees not to knowingly assign or knowingly allow any individual or agent to do any work at the Schuyler Community Schools, or other locations under the Contract entered into between our firm and the Schuyler Community Schools, who has a criminal record of a serious nature as defined by Schuyler Community Schools policy, regulations, practices or directives, and as expressed in the "Schuyler Community Schools – Criminal Records Directive". A list of individual workers complying with this Directive is attached.

Our firm authorizes, gives consent, and agrees to periodically certify same to Schuyler Community Schools. Our firm further authorizes, gives consent, and agrees to cooperate in obtaining any additional authorization or consent necessary, to assure compliance with this requirement, and to immediately reassign and remove any individual or agent from the work site who the firm learns is not in full compliance with the requirements of this Certification.

Dated this 21 day of October, 20 22.

Americom Communications

Name of Contract Vendor

By: 

An Authorized Official

Appendix D

CERTIFIED WORKER LIST

Firm Name: Americom Communications Date: 10/21/22

Contractor/Subcontractor/Supplier

Worker Name	Years with Firm	General Job Description
Tyler Fahrnbruch	6	Technical Team Lead
Chad Wheatley	11	Installation Team Lead
Alex Martin	2	Installation Tech
Seth Levos	2	Installation Tech
Luke Westover	2	Installation Tech

Appendix E

STATE OF NEBRASKA)
) ss.
COUNTY OF LANCASTER)

AFFIDAVIT

The undersigned ("Contractor") has agreed to provide goods and services to Schuyler Community Schools ("SCS") for the SCS telephone replacement project (the "Project"); and as such, the Contractor being first duly sworn, attests, deposes and states as follows:

A. That (1) each individual performing services for Contractor is properly classified under Neb. Rev. Stat. §§ 48-2901 to 48-2912 (the "Employee Classification Act"), (2) Contractor has completed a federal I-9 immigration form and has such form on file for each employee performing services, (3) Contractor has complied with Neb. Rev. Stat § 4-114, (4) Contractor has no reasonable basis to believe that any individual performing services for such Contractor is an undocumented worker, and (5) as of the time of this contract, Contractor is not barred from contracting with the state or any political subdivision pursuant to Neb. Rev. Stat. § 48-2912.

B. That Contractor agrees to and at all times shall follow and comply with all provisions of the Employee Classification Act. Contractor acknowledges that a violation of the Employee Classification Act is grounds for rescission of this contract by SCS. Contractor further acknowledges that providing a false affidavit under Neb. Rev. Stat. § 48-2911 to SCS may subject Contractor to the penalties of perjury and upon a second or subsequent violation Contractor shall be barred from contracting with the state or any political subdivision for a period of three years after the date of discovery of the falsehood. Contractor shall require any and all subcontractors who perform work under the contract on the Project to provide a similar affidavit, which shall be made available to SCS upon request.

C. That Contractor further agrees to and at all times shall follow and comply with all provisions of Neb. Rev. Stat. §§ 4-108 to 4-114 and shall use the federal immigration verification system to determine the work eligibility status of new employees physically performing services on the Project within the State of Nebraska. The federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee. That Contractor understands this requirement applies to all Subcontractors of the Contractor. That the Contractor shall, by written agreement, require compliance with the federal immigration verification system by all Subcontractors. That if the Contractor is an individual or sole proprietorship, the following applies:

1. The Contractor must complete the United States Citizenship Attestation Form, available on the Department of Administrative Services website at www.das.state.ne.us.

2. If the Contractor indicates on such attestation form that he or she is a qualified alien, the Contractor agrees to provide the US Citizenship and Immigration Services

documentation required to verify the Contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program.

3. The Contractor understands and agrees that lawful presence in the United States is required and the Contractor may be disqualified or the contract terminated if such lawful presence cannot be verified as required by section 4-108.

D. That under and pursuant to Neb. Rev. Stat. § 48-1122 and other laws, the Contractor agrees that the Contractor and his subcontractors shall not discriminate against any employee or applicant for employment, to be employed in the performance of such contract, with respect to his hire, tenure, terms, conditions, or privileges of employment, because of his race, color, religion, sex, disability, or national origin.

FURTHER AFFIANT SAYETH NOT.

DATED this 21 day of October, 2022.

Americom Communications

Contractor

Signature Contractor/Authorized Official of Contractor

Subscribed and sworn to before me this 21st day of October, 2022

Notary Public

General Notary - State of Nebraska
MICHAEL S. HOSEK
My Comm. Exp. June 14, 2024.

Appendix F

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 10/03/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Megan Robison	
UNICO Group 1128 Lincoln Mall Suite 200 Lincoln NE 68508	PHONE (A/C, No, Ext): (402) 434-7200	FAX (A/C, No): (402) 434-7272
	E-MAIL ADDRESS: mrobison@unicogroup.com	

INSURED	INSURER(S) AFFORDING COVERAGE	NAIC #
Americom Communications Audio Marketing Solutions Inc. PO Box 84546 Lincoln NE 68501	INSURER A : Cincinnati Insurance Co.	10677
	INSURER B : Accident Fund Insurance Co.	10166
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** 22-23 GL AU UMB WC **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	[X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [ ] POLICY [X] PRO-JECT [ ] LOC [ ] OTHER:			EPP0290183/2025	01/01/2022	01/01/2023	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG [ ]	$ 1,000,000 $ 500,000 $ 10,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	AUTOMOBILE LIABILITY [X] ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [ ] HIRED AUTOS ONLY [ ] NON-OWNED AUTOS ONLY			EBA0290183/2025	01/01/2022	01/01/2023	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) [ ]	$ 1,000,000 $ $ $ $
A	[X] UMBRELLA LIAB [ ] OCCUR EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			EPP/EBA0290183/2025	01/01/2022	01/01/2023	EACH OCCURRENCE AGGREGATE [ ]	$ 5,000,000 $ 5,000,000 $
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N [Y] (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		WCV6121226	01/01/2022	01/01/2023	[X] PER STATUTE [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

SCHUYLER COMMUNITY SCHOOLS
120 West 20th Street
Schuyler NE 68661

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

© 1988-2015 ACORD CORPORATION. All rights reserved.

Appendix G

Vendor's Payment & Performance Bonds

[insert behind]

Appendix H

Americom
Communications Corporation

Schuyler Community Schools

120 W 20th St

Schuyler, NE 68661

Americom is pleased to present a phone system solution to Schuyler Community Schools.

Our proposal is a Zultys Hosted Phone System that represents the latest in phone technology, and it is a turn-key, all-inclusive solution in that it includes any infrastructure upgrades required to operate a VoIP Hosted Phone System. We have also ensured that this solution complies with Kari's Law and the Ray Baum act for E911.

This proposal includes:

1. The infrastructure upgrades to operate a VoIP system (Network Cabling and Switches)
2. The physical Phones for deployment
3. The installation of the phones, switches, and phone service
4. The phone service itself, on a monthly basis.

Our Zultys Hosted phone system is a true hosted collaboration and communications system. This means that the functionality and features reside in the cloud data center; there will never be any equipment to break or repair, and the system will always be using the latest technology. The data centers have backup/disaster recovery built into the solution, so diverse hosting centers is built into the solution.

It is important to note that this service replaces both your phone system and your local phone lines; local telephone line bills can be canceled once the numbers port over to the new service. It is recommended to keep legacy phone lines for alarms/elevators for the time being. We have also included door phones in this solution, along with network switches to match the switches you are using today.

We have also communicated with the Colfax County Sheriff to ensure that the local 911 center has the capability to work with our system to comply with current E911 standards.

Please let us know any questions you may have about our solution. We would prefer to set up a demonstration of the system to make sure that all licensing makes sense and provides the capabilities you need, and to ensure that the E911 plan is appropriate for your locations.

We are confident that this system will serve Schuyler Community Schools well, both now and into the future. We enjoy our long-standing business relationship with you, and we appreciate the opportunity to continue that relationship.

Sincerely,

Corey Odvody, President

Americom Communications

P.O. Box 84546 • Lincoln, Nebraska 68501 • (402) 489-9700 • Fax (402) 489-9771

COLFAX COUNTY SCHOOL DISTRICT 19-0123
A/K/A SCHUYLER PUBLIC SCHOOLS
TELEPHONE SYSTEM REPLACEMENT PROJECT

BID FORM

INSTRUCTIONS: This Bid Form has three (3) Articles. Article I is an acknowledgement of receipt of any Addenda; Article II is the bid information; and Article III is the verifications, consents and agreements. **All Articles must be completed and properly signed or notarized for the Bid submittal**. All submitted bids shall be in paper form, sealed, and must be received at the Administration Office located at 120 W. 20th Street, Schuyler, Nebraska 68661, by 2:00 p.m. on October 7, 2022.

ARTICLE I.

Colfax County School District 19-0123, also known as Schuyler Public Schools, has issued Bid Documents for responsible firms/individuals to perform construction services in connection with proposed parking lot replacement project.

The undersigned hereby acknowledges receipt of the addenda to the Proposal Documents, if any, checked (√) in the chart below:

Addenda Number	Addenda Date	Received (√)
Addenda No. 1	9/20/22	√
Addenda No. 2	10/6/22	√
Addenda No. 3		

Dated this 21 **day of October, 2022.**

Authorized Representative

ARTICLE II.

Proposal: I/We, the undersigned, hereby propose to provide equipment and services to install a new telephone system to, and for the benefit of the School District, in strict accordance with the Bid Documents.

A. Contractor Contact Information

Name of Bidder: Americom Communications

State of Organization: Nebraska

Physical Address: 307 P Street, Lincoln, NE 68508

Mailing Address: PO Box 84546, Lincoln, NE 68501

Telephone No.: (402) 489-9700

Facsimile No.: (402) 489-9771

Contact Name: Corey Odvody

Contact email: corey@americom.biz

Total Bid Amount:	$ 149,151.00 one time installation, $3,167.73 monthly service One hundred forty nine thousand one hundred fifty one dollars (one time installation). Three thousand one hundred sixty seven dollars (monthly) DOLLARS (Dollar amounts are to be in written form and figures. In case of discrepancy between the written amount and the figures, the written amount will govern.)
Completion Date:	August 15, 2023.

	Yes	No
Bidder has experience in projects of similar scope and size?	✓	
Bidder acknowledges and has experience with Elementary and Secondary School Emergency Relief Fund requirements?	✓	
Bidder acknowledges and has experience with Davis-Bacon Act requirements?	✓	

Bid contains the following attachments?	Yes	No
1. Specification Appendix with Proposer information for proposed system	✓	
2. Bid bond equal to five percent (5%) of the Bid Amount:	✓	
4. Attached letter of insurance company regarding insurance ability:	✓	
5. Attached letter of surety company regarding bonding ability:	✓	
6. Attached list of not less than three (3) completed projects of similar size and scope:	✓	
7. Attached list of not less than three (3) references (including contact person, address and telephone number):	✓	

Dated this 21 day of October, 2022.

Authorized Representative

ARTICLE III.
VERIFICATIONS, CONSENTS AND AGREEMENTS

On behalf of myself and the above named firm, I certify, warrant and represent to the School District that the foregoing bid is based on a full and complete examination of the Bid Documents, and all other contract documents, including as determined necessary site examination; and that all statements, facts and representations made in all of our submittal documents and materials are true, correct, accurate, and complete, and may be relied upon by the School District in considering the firm's bid. I understand it is our responsibility to immediately provide updated and correct information if any of the information changes at any time. I understand that any omission, falsification or misrepresentation made by our firm in such documents and materials or any supplement thereto, will be sufficient grounds for failure to employ the firm or terminate any contract with the School District. I further acknowledge our firm's consent and agreement to comply at all times with all School District policies, regulations, directives, and practices.

Our firm is an equal opportunity employer and actively recruits a well-qualified and diverse staff including minority applicants, and does not discriminate against any employee or applicant for employment by reason of race, color, national origin, religion, marital status, sex, age, disability or sexual orientation. By this bid submittal, our firm agrees, if selected, to actively continue and implement this policy throughout any awarded project.

If selected, our firm agrees to not assign any individual or agent to any work on an awarded project with a criminal record of a serious nature as defined by the School District's policy, regulations, practices or directives, including but is not limited to any of the following: felony offenses under Nebraska Criminal Code Article 3 Offenses Against the Person; and an offense for which a person is required to register as a sex offender under the Nebraska Sex Offender Registration Act, Neb. Rev. Stat. §§ 29-4001 et seq. Our firm authorizes and gives consent, and agrees to cooperate in obtaining any additional authorization or consent necessary to assure compliance with this requirement.

Our firm shall use the federal immigration verification system, which is the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, to determine the work eligibility status of new employees performing services within the State of Nebraska.

Dated this 21 **day of October, 2022.**

Authorized Representative

STATE OF NEBRASKA)
) ss.
COUNTY OF Lancaster)

Personally appeared before me the above-named Corey Odvody, known to me to be the same person who executed the foregoing Bid Form and the same person who acknowledged and represented to me that he/she is the authorized representative of Americom Communications, that the facts and statements therein are true, the agreements are authorized, and that he/she is authorized to execute the foregoing Bid Form on behalf of the above-named individual, firm or corporation.

SUBSCRIBED and sworn to before me on October, 2022.

10/21/2022

Notary Public

General Notary - State of Nebraska
MICHAEL S. HOSEK
My Comm. Exp. June 14, 2024.

Current telephone systems are POTS (Copper wire) All systems are VOIP (Voice over Internet Hosted Systems)

Company	Equipment Cost	Monthly Charrges	Aadditinoal Notes
Allo Fiber	$76,357.34	Monthly charges was not given	Does not include wiring, switches, door access control. No additional features, Dedicated Fiber from Allo Phones outdated in 2024.
Kidwell	$175,903.00	$3,189.98	Does not include wiring, switches, door access control.
Americom Communications	$149,151.00	$3,167.73	Turn Key: Includes all wiring, switches, door access control.
GoTo Communications	$235,833.55	$8,591.63	Does not include wiring, switches, door access control.
Applied Connective	$51,262.00 Cost of phones only	$4,371.40	Does not include wiring, switches, door access control. No price given of configuration/setup

PHONES AT EACH SITE

PURCHASE OF 302 PHONES

A. District Office/Dual Language - Desk Phones – 4-20 Key Display (Business)
District Office/Dual Language - Desk Phones – 15 - 10 Key Display (Admin)
District Office/Dual Language - Desk/Wall Phones -14-Display (Classroom)

B. Schuyler Central High - Desk Phones – 4 – 20 Key Display (Business)
Schuyler Central High - Desk Phones – 7 – 10 Key Display (Admin)
Schuyler Central High –Desk/Wall Phones – 72 - Display (Classroom)

C. Schuyler Middle - Desk Phones – 3 – 20 Key Display (Business)
Schuyler Middle - Desk Phones – 6 – 10 Key Display (Admin)
Schuyler Middle - Desk/Wall Phones – 52 – Display (Classrooms)

D. Schuyler Elementary - Desk Phones – 4 – 20 Key Display (Business)
Schuyler Elementary - Desk Phones – 4 – 10 Key Display (Admin)
Schuyler Elementary - Desk/Wall Phones - 78 – Display (Classrooms)

E. Preschool – Desk Phones – 3 – 10 Key Display (Admin)
Preschool – Desk/Wall Phones – 11 - Display (Classrooms)

F. Fishers – Desk Phones – 2 – 10 Key Display (Admin)
Fishers – Desk/Wall Phones – 9 – Display (Classrooms)

G. Richland – Desk Phones – 2 – 10 Key Display (Admin)
Richland – Desk/Wall Phones – 12 – Display (Classrooms)

Total – 15 - 20 Key Phones
Total – 39 - 10 Key Phones
Total – 248 - Classroom Phones

476 is upgrade

November 15th, 2022

Heather Bebout
Schuyler Community Schools

Dear School Board,

Please accept this letter as my two weeks notice from After School Program Coordinator/Business Liaison, effective on November 15th, 2022. My last day at the Schuyler Community Schools will be November 29th, 2022.

I have accepted a position with another company that will further my growth and development in my career. I have enjoyed my employment here and appreciate Heather Bebout and Kimberly Viquez for giving me the opportunity to work for Schuyler Community schools. I appreciate all of the learning being a Coordinator and Business Liaison.

I hope a two week notice is sufficient to find a replacement for me. If I can help to train my replacement, please let me know.

Thank you very much for the opportunity to work here.

Sincerely,

Aylin Adame

Schuyler Community Schools

120 W. 20th, Schuyler, NE 68661
Superintendent Dr. Daniel Hoesing
Phone: 402-352-3527 Fax: 402-352-5552

January 9, 2023

Mr. Brabec,

Thank you for the opportunity to lead the Schuyler Community and the School District over the past 10 years. Schuyler truly is a unique school and will continue to be a place that strives to serve others, commits to goals, and succeeds in truly recognizing and appreciating diversity. Please accept my resignation effective at the end of my 2022-23 contract. I wish the best for the community of Schuyler and the School District in the future.

Sincerely,

Dan Hoesing

Dr. Daniel Hoesing
Superintendent
120 W. 20th Street
Schuyler, NE 68661
Phone: 402-352-3527
Fax: 402-352-5552

Darli Vrba
K-12 Special Education Administrator
120 W. 20th Street
Schuyler, NE 68661
Phone: 402-352-8827
Fax: 402-352-5552

Dave Gibbons
PK-12 Director of Curriculum, School Improvement and Special Services
120 W. 20th Street
Schuyler, NE 68661
Phone: 402-352-8827 Fax: 402-352-5552

January 6, 2023

To all concerned including the Board of Education, Dr. Hoesing, and Mr. Zavadil:

Due to unforeseen and unfavorable personal circumstances, I reluctantly submit this letter of resignation as a 8th grade teacher at Schuyler Middle School effective January 16, 2023.

I have enjoyed a number of years substitute teaching for the district and now being a full time teacher. It's been a pleasure to say the least. Unfortunately, life happens and my commitment to my wife and eight children are first and foremost.

I thank you for the opportunities you have afforded me, and pray you can understand the difficult decision I needed to make. May God bless you and the district now and in the future.

Sincerely yours,

Michael Madej

December 12, 2022

Dear Schuyler Community Schools Administration:

Please accept my resignation from my 2nd grade teaching position at Schuyler Elementary School. My last date of employment will b January 4, 2023 as my doctor feels it best to discontinue my teaching duties due to continuing failing health.

I extend heartfelt gratitude and thanks for the opportunity to work with great students, families and staff.

Sincerely,

Belinda M. Wortman

A Proposal Prepared for

Schuyler Community Schools

Schuyler, Nebraska

for

The Search and Selection of a Superintendent of Schools

submitted by

McPherson Jacobson, LLC

Executive Recruitment & Development

BETTER BUSINESS BUREAU® INTEGRITY AWARD 2015 WINNER

11725 Arbor Street, Suite 220
Omaha, Nebraska 68144
Phone: 888-375-4814/402-991-7031
Fax: 402-991-7168
Email: mail@macnjake.com
Website: www.macnjake.com

MCPHERSON JACOBSON, LLC
EXECUTIVE RECRUITMENT & DEVELOPMENT
11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

January 5, 2023

Board of Education
Schuyler Community Schools
120 West 20th Street
Schuyler, Nebraska 68661

Thank you for your request for information. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide Schuyler Community Schools in ensuring your superintendent search secures quality leadership for the district.

McPherson & Jacobson will work with the board to design a search that meets the unique needs of your school district. Our firm's five-phase protocol allows the board to concentrate on the most important segments: the interview and selection of the successful candidate. Our team of consultants, working in conjunction with the board and diverse stakeholder groups you identify, will implement a systematic, comprehensive process culminating in the hiring of the most qualified candidate for your district.

At the core of our firm's work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps. This unique approach is made possible through the diverse and extensive network of our consultants who have various levels of expertise in the school system from superintendents, to school board members, to educational equity experts. We believe this has contributed to our successful placement of qualified candidates around the nation who have met extensive equity focused criteria and continue to make an impact in the districts they serve.

With over 130 consultants across the United States, McPherson & Jacobson has been successfully conducting searches for governing boards since 1991.

Our contact information:

McPherson & Jacobson, L.L.C.
11725 Arbor St., Suite 220
Omaha, Nebraska 68144
Telephone: 402-991-7031/888-375-4814
Fax: 402-991-7168
Email: mail@macnjake.com

We welcome the opportunity to meet with your board to present our proposal and discuss our proven search process.

Sincerely,

Dr. Norm Ridder

Owner, McPherson & Jacobson L.L.C.

TABLE OF CONTENTS

Executive Summary 3

About McPherson & Jacobson 4
- *The McPherson & Jacobson Difference* 4
- *Qualifications and Background of McPherson & Jacobson, L.L.C.* 4
- *Applicant Diversity* 5

Search Process 6
- *Five Phases of a Superintendent Search* 6
  - *Phase I—Initiating the Search Process* 7
  - *Phase II—Stakeholder Input, Advertising the Position, Recruiting Applicants* 7
  - *Phase III—Applicant Screening* 9
  - *Phase IV—Reviewing Candidates with the Board, Interviews* 10
  - *Phase V—Transition with Success* 12
- *Timeline* 13
- *Responsibilities of Schuyler Community Schools and McPherson & Jacobson, L.L.C.* 14
- *Stakeholder Involvement* 17

Cost Proposal 19
- *Investment* 19
- *McPherson & Jacobson Guarantees* 20
  - *Client Satisfaction* 20
  - *Price Match* 20
  - *Recruiting the Selected Candidate* 20
- *Additional Services:* 20

Additional Information 21
- *McPherson & Jacobson, L.L.C. Nebraska Consultants* 21
- *Nebraska Searches Conducted by McPherson & Jacobson, L.L.C.* 22
- *What Board Members Say About McPherson & Jacobson's Search Services* 27

This proposal is the property of McPherson & Jacobson L.L.C. and has been prepared at the request of the Schuyler Community Schools, Schuyler, Nebraska. The contents of this proposal are not to be reproduced or distributed for any reason other than for use by the Schuyler Community Schools, Schuyler, Nebraska

Executive Summary

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time-consuming aspects of recruiting and screening the candidates, so the board can focus on interviewing and selection.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process.
- We take the entire board through a consensus decision-making process to identify the top criteria for the selection of the new superintendent.
- We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who could not attend a stakeholder meeting. The consultants will present a comprehensive written report to the board, which includes all of the comments recorded during the input sessions.
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the board selects their finalists.
- We continue to work with your school district until a superintendent is hired and in place.
- Phase V provides a continued commitment to work with your board and new superintendent for one year. We help you collaboratively establish annual performance objectives for the new superintendent's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit and screen applicants against those criteria, and assist during the transition period, that we guarantee our service. If your superintendent leaves for whatever reason during the guarantee period, we will repeat the process for no charge except for actual expenses.

Our mission is to ensure your search results in quality leadership for education excellence.

About McPherson & Jacobson

The McPherson & Jacobson Difference

"It's About the Kids"

- WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.
- OUR MISSION is to ensure your search results in quality leadership for education excellence.

McPherson & Jacobson has developed a protocol that provides for high involvement of stakeholders, while keeping the board in complete control of the process.

One of the hallmarks of McPherson & Jacobson, L.L.C. is the belief that the search for a public executive should be conducted with as much transparency as possible. We have designed a process, which keeps the board in complete control of the search, while inviting various stakeholder groups to provide input and become meaningfully involved in the process.

Qualifications and Background of McPherson & Jacobson, L.L.C.

Leading National Search Firm

McPherson & Jacobson, L.L.C. has been conducting national searches for governing boards since 1991. The firm has placed **over 940 superintendents** and other officials in public and non-profit organizations across the United States. **McPherson & Jacobson is one of the leading national superintendent search firms.**

Nationwide Network of Experienced Consultants

McPherson & Jacobson has **over 130 consultants** across the nation. Over one-fourth of McPherson & Jacobson consultants are minorities or female. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over sixty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

Sustainability in Leadership

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

Organizations using the McPherson & Jacobson protocol have enjoyed sustainability of leadership. Over the last five years, **over eighty-five percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Over forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Applicant Diversity

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

McPherson & Jacobson has **over 130 consultants** across the nation. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over fifty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

We use our consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

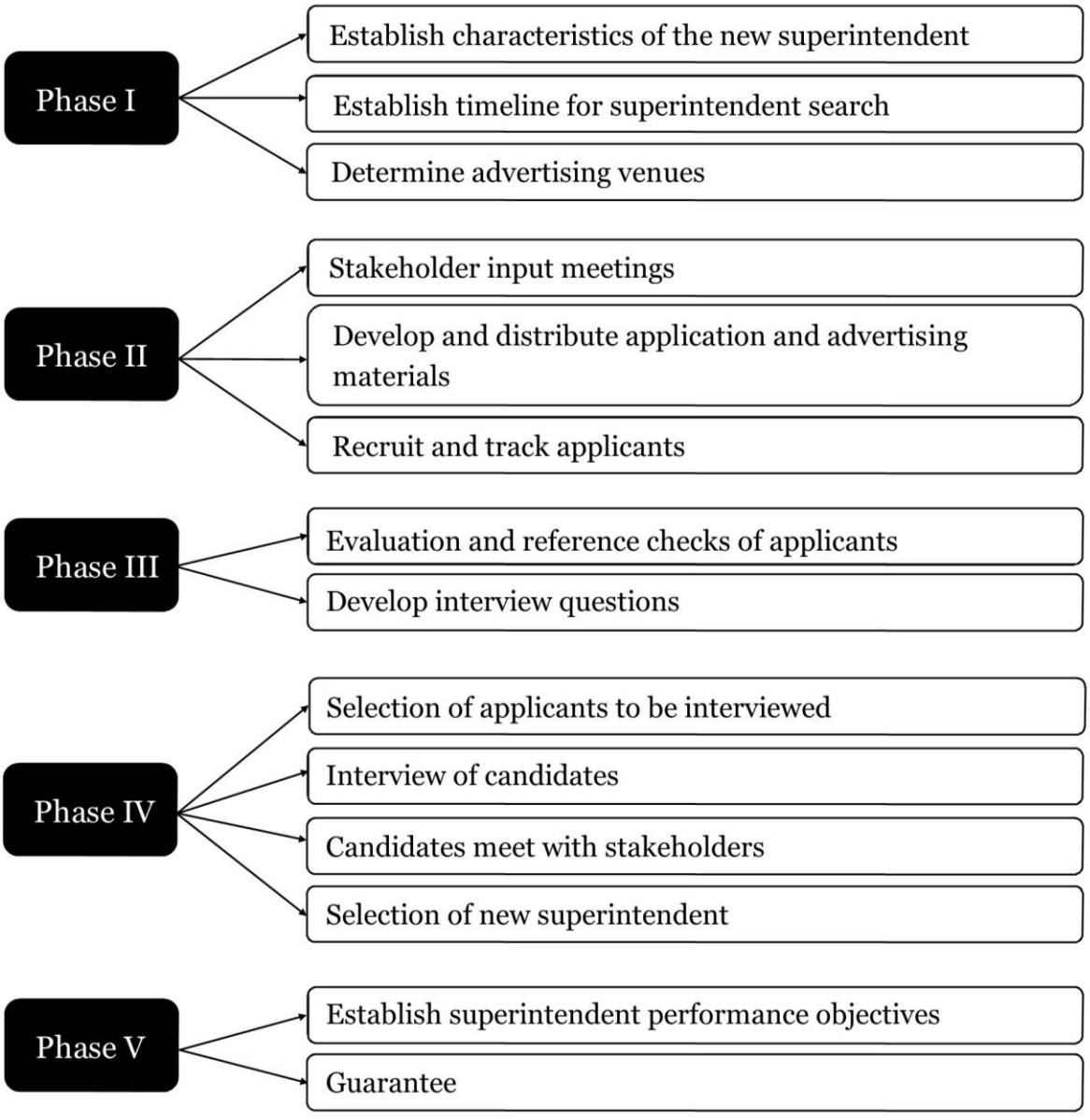
For the past five years, approximately **one-third** of our applicants have been female and almost **one-fourth** of our applicants have been ethnically diverse.

In the past ten years, **one-third** of the boards we have represented have placed women or ethnically diverse candidates.

McPherson & Jacobson recruits from a diverse pool of applicants. McPherson & Jacobson lead the search for the first black woman superintendent hired in Nebraska.

Search Process

Five Phases of a Superintendent Search



Phase I—Initiating the Search Process

- ✓ **Using a group process with the board, identify the most important characteristics of the future superintendent.**

  The consultants will assist the board in identifying the most important characteristics the board would like the new superintendent to possess. These characteristics will be used as a template for recruiting and selecting candidates.

- ✓ **Establish appropriate timelines and target dates for the selection process.**

  The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new superintendent, and a date for the new superintendent to begin will be determined.

- ✓ **Determine, with the board, appropriate advertising venues.**

  The consultants will assist the board in determining the scope of the search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) and associated costs will be presented for consideration.

- ✓ **Identify appropriate stakeholder groups.**

  The board will identify the various stakeholder groups that they want McPherson & Jacobson's consultants to meet with to solicit input into the process.

- ✓ **Assist the board in determining compensation parameters.**

  In order to recruit and select top candidates, compensation packages need to be competitive. Our consultants will present data indicating what districts in the same geographic region and similar size are paying superintendents. Whenever possible, they will also present compensation information for districts that recently hired a superintendent. This information is provided for the board's consideration of compensation parameters.

  Final compensation decisions will be determined by the board and the selected candidate.

- ✓ **Identify the point of contact for the district**

  The board will identify an appropriate staff person to work with the consultants to coordinate the logistics of the search. This includes tasks such as assisting with information for the promotional brochure and coordinating details for stakeholder input and other meetings within the district.

Phase II—Stakeholder Input, Advertising the Position, Recruiting Applicants

- ✓ **Work with the district to schedule the stakeholder input meetings.**

  The consultants will work with the district's point of contact to determine the stakeholder input schedule and coordinate notifying the stakeholders about the meetings.

- ✓ **Meet with groups identified by the board to provide stakeholder input into the selection process.**

  The consultants will meet with the stakeholder groups identified by the board and solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the issues facing the new superintendent, and the characteristics they would like to see the new superintendent possess.

  The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include.

  For any unable to attend a stakeholder meeting, we provide an online version of the questions we ask the groups. At the request of the district, the survey can be available in multiple languages.

  The results of the stakeholder meetings and online stakeholder input are summarized by the consultants and presented to the board.

- ✓ **Develop promotional literature and brochures announcing the vacancy.**

  In order to attract quality applicants, it is important to promote your school system and community. With on-site assistance from the district, the consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community, including the board's selection criteria, the board members, and the application procedures and timelines.

- ✓ **Prepare and place announcement of vacancy.**

  McPherson & Jacobson's staff will prepare and place the announcement of vacancy. It will be sent to the state school board and administrator associations, as well as media venues selected by the board. Additionally, McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply online. The website averages over 225,000 hits per month.

- ✓ **Develop an application unique to your vacancy that reflects the selection criteria determined by the board.**

  McPherson & Jacobson's staff will create an application form requiring applicants to describe their strengths and experiences relating to each criterion identified by the board. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

- ✓ **Post application information and notify interested applicants.**

  McPherson & Jacobson's staff contacts potential applicants and manages all the application materials using our online application software. Our office staff handles this task without assistance from your district.

- ✓ **Actively recruit applicants who meet the district's needs.**

  While McPherson & Jacobson does not represent candidates, we actively maintain a data bank of quality candidates. Once the board has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. We will encourage those candidates to apply. Some of the best candidates may not be actively seeking another position and will need to be recruited.

  McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at national and state education conferences. We participate in Job Central at the American Association of School Administrators conference, the National School Boards Association annual conference, and others such as the AASA Women's Leadership Conference.

- ✓ **Confidentiality of Applicants**

  McPherson & Jacobson proposes an open process for the search. We believe the public business should be done in public with transparency. We also understand the need for applicants' confidentiality. Our process keeps the names of all applicants confidential until they are named a finalist for the position, at which time the names of the finalists are made public.

  If the board believes that the names of the finalists should be kept confidential until they make their selection, we can do that. This is your search and we will adapt our process to fit your unique needs.

- ✓ **Keep all applicants informed of their status in the selection process.**

  During the application process, McPherson & Jacobson's staff monitors applicants and notifies them of what is still needed to complete the process.

- ✓ **Communicate with all Board Members in a timely manner**

  The consultants will communicate with all board members keeping them informed of the status of the search throughout the process.

Phase III—Applicant Screening

- ✓ **Evaluate each applicant against the selection criteria.**

  The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional material in each file and begin reviewing against the selection criteria.

- ✓ **Conduct reference checks.**

  We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant's qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the

names of other people who can speak of the applicant's qualifications. We go a minimum of three people removed from the primary references. What we are looking for is consistency of answers that will verify the applicant's strengths and weaknesses.

In addition to contacting references, the consultants conduct an extensive Internet search of the applicants.

- ✓ **Pre-Interview and Video of Shortlist Applicants.**

  The consultants will pre-interview applicants to be submitted on the shortlist. We will have these applicants submit a video which the consultants can share with the board.

- ✓ **Assist the board in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

  The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics desired by the board. The board members choose interview questions that reflect their criteria and priorities.

  If the board chooses to conduct two rounds of interviews, the consultants will assist in developing interview questions for both rounds of interviews.

Phase IV—Reviewing Candidates with the Board, Interviews

- ✓ **Review candidates with the board and assist board members in determining which candidates they will interview.**

  The consultants will present a complete list of applicants, who completed the application process, to the board for its review. We do not eliminate any applicants; however, a short list will be submitted of those applicants who we found most closely met the district's criteria. The consultants will present a reference profile demonstrating the consistent feedback for each short list applicant, along with a video from the short list applicants.

  Upon reviewing the recommendations, the consultants will assist the board members in identifying which applicants they wish to consider as candidates for interviews.

- ✓ **Assist the board in determining interview procedures.**

  After the board selects their final candidates to interview, the names of these candidates will be made public upon confirming the interviews (if the board chooses to release the names). During the interview process, the stakeholder groups will have an opportunity to meet the individual candidates.

  If the board chooses to conduct semi-finalist interviews, the candidates will only meet with the board. The names of the semi-finalist candidates will remain confidential (in states where an executive session is allowed), and stakeholders will not meet the semi-finalists. The finalist interviews will be conducted as described in the paragraph above.

- ✓ **Coordinate interview and visitation procedures.**

  If the board chooses, McPherson & Jacobson will schedule semi-finalist interviews. Semi-finalist interviews are typically conducted with the board only. After the semi-finalist interviews, the board will select their finalists.

If the board chooses to involve stakeholder groups in the interview process, the consultants will assist in establishing the finalist interview schedule that includes district staff, students, and community groups. A typical interview day will include a tour of the district and community, meeting with stakeholder groups, and a formal interview with the board.

- ✓ **Assist the groups identified by the board in planning for meeting each candidate and providing feedback to the board.**

  If the board chooses to involve stakeholder groups in the interview process, representatives will be selected from the stakeholder groups identified by the board. The purpose of these groups is two-fold: 1) to promote the school district and community to the candidate; and 2) to form an impression of each candidate, which they will share with the board. The board will identify chairpersons for each stakeholder group. The consultants will meet with the chairpersons to discuss their roles and responsibilities. The consultants will also provide the chairpersons with a form to record the group's consensus impressions of each candidate's strengths and any concerns or questions the group may have. Each form will be sealed in an envelope and turned in to the district contact person.

- ✓ **Coordinate visitation procedures for the candidate's spouse/significant other.**

  We encourage boards to invite spouse/significant others to attend the interview day. The consultants will coordinate, with the point of contact, a portion of the interview day for the spouse/significant other to have an expanded visitation of the community. Tours typically include available housing, medical facilities, churches, recreational opportunities, and areas of interest unique to your community.

- ✓ **Assist the board in making final arrangements for each candidate's visit.**

  It is common practice for the district to pay interview expenses for the candidates and their spouse/significant others. To ensure that expenses stay within established guidelines, the consultants will assist the point of contact in making lodging and travel arrangements for each candidate.

- ✓ **Contact all finalists and schedule their interview dates.**

  The consultants will contact the final candidates, notifying them they are finalists for the position and scheduling their interview dates. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

- ✓ **Notify all applicants not selected for an interview.**

  Once the board has selected its final candidates, all other applicants will receive, on behalf of the board, a personalized notification thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

- ✓ **Conduct background checks.**

  Included in the expenses are criminal/financial/educational degree verification background checks for the finalists selected to be interviewed.

- ✓ **Personally contact each finalist who was not offered the position.**

  Once a contract has been offered by the board and accepted, the consultants will call each of the other final candidates and thank them on behalf of the board for interviewing for the position. *These candidates are not notified until an offer has been accepted*. If by chance you lose your top candidate, we want to keep viable candidates available.

Phase V—Transition with Success

- ✓ **Establish performance objectives for new superintendent.**

  Working with the board and new superintendent, the consultant will assist in establishing two or three performance objectives the board wants the superintendent to focus on during the first year. These objectives are beyond the day-to-day school district operations.

  Once the performance objectives have been identified, board members will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

  The superintendent will take the information generated from this session and develop an action plan for achieving the performance objectives.

- ✓ **Provide a guarantee.**

  If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, ***FOR WHATEVER REASON***, within the guarantee period, we will repeat the process at no charge except actual expenses.

  We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Timeline

The timeline for the search process is established when we meet with the board, so we can address the unique needs of the district. However, the time from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

Search sequence:

- At the beginning of the search
  - The qualities for the new superintendent are identified
  - A formal timeline is established
  - Advertising decisions are made
  - Application information is posted
  - A brochure is created to advertise the district and the vacancy

- At the time designated by the board
  - Stakeholder group meetings are held
  - A summary of stakeholder input is presented to the board

- As applications arrive in our office
  - Applications are monitored and applicants are notified of the deadlines to submit their materials

- After the closing date
  - All the completed applicant files are forwarded to the consultants
  - The consultants begin the review and pre-interview process

- Approximately two to four weeks after the closing date
  - Consultants provide information to the board on all applicants who completed the process
  - Consultants present summary profiles and video interviews of qualified candidates to the board
  - The board selects the candidates it wants to interview
  - Criminal/financial/educational degree verification background checks are conducted on the selected finalists
  - McPherson & Jacobson notifies each applicant not selected for an interview

- Soon after the board selects their candidates
  - Semi-finalist interviews are conducted (if chosen by the board)
  - The board interviews its final candidates
  - The board selects their new superintendent
  - McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

Responsibilities of Schuyler Community Schools and McPherson & Jacobson, L.L.C.

Event	McPherson & Jacobson's Tasks	School District's Tasks
1st board meeting	❑ The consultant guides the board in determining the following items ○ Characteristics for the new superintendent ○ The search calendar ○ Compensation parameters ○ Identify the appropriate constituent groups for stakeholder input ○ Advertising venues ❑ The consultant works with the Point of Contact to compile: ○ Information to create the brochure announcing the vacancy ○ The list of names to be invited to the community input meetings	❑ Provides consultant with the necessary information to create the brochure; the name of the Point of Contact; and the Board Contact List ❑ Reviews and approves the brochure
After 1st meeting	❑ Application link is posted online ❑ Brochure announcing the vacancy is created ❑ Advertising is started ❑ Vacancy announcements are sent out ❑ E-mails are sent to applicants registered with McPherson & Jacobson notifying them about the opening ❑ E-mails are sent to consultants regarding the opening, requesting they invite candidates to apply for the position ❑ Opening is posted on social media and additional venues	❑ Edit the brochure
During application period	❑ Consultants recruit candidates that fit the position ❑ Monitors applicants and where they are in the application process ❑ Notifies applicants of the closing date for submitting their materials ❑ Lead consultant keeps the board up to date on the search	❑ Posts a link to the McPherson & Jacobson website ❑ Posts the brochure (announcement of vacancy) on their website ❑ Advertises the opening on the district's social media platforms

Event	McPherson & Jacobson's Tasks	School District's Tasks
Stakeholder meetings are scheduled	❑ Home Office sends out invitations to the community stakeholder meeting(s) after receiving the information from the consultant and the district	❑ Assists in organizing stakeholder focus groups and meeting schedule ❑ Names and addresses are sent to Home Office for community meeting invitations ❑ Posts meeting dates, times, and locations as open public forum ❑ Assists in translating stakeholder input survey into the additional language(s) requested by the school district
Stakeholder meetings	❑ Consultants facilitate the stakeholder meetings, recording the input ❑ An online stakeholder input survey is created, the link is posted on the McPherson & Jacobson website and also provided to the district to post	❑ Link to online stakeholder input form(s) is (are) posted on the school district website
Stakeholder meetings completed	❑ Consultant summarizes key themes and gives the results to the district ❑ Copy of summary is sent to Home Office ❑ The stakeholder input summary report is created	❑ "Stakeholder Input Report" is posted on the school district website
2nd board meeting	❑ Review stakeholder input summary report and provide copies to the district ❑ The consultant guides the board in determining the following items o Interview questions o Length of contract, moving and interview expenses o Spouse/significant other's involvement in interview process o District Interview Schedule o Candidate Daily Interview Schedule ❑ Interview questions are sent to Home Office to be formatted	
Prior to 3rd board meeting	❑ Applicant packets are reviewed by the consultants and reference checks are performed ❑ Contact candidates on short list and verify their interest in the position ❑ Meet with stakeholder group chairs to review schedule, procedures, and screen questions	

Event	McPherson & Jacobson's Tasks	School District's Tasks
3rd board meeting	❑ The consultant facilitates the board's o Review of the list of all applicants o Overview of candidates on short list o Selection of finalists o Finalizing of interview dates & schedule o Review of interview questions & procedures o Finalizing candidate & spouse/significant other arrangements ❑ Contact finalists and schedule interview dates, review schedule, discuss compensation and contractual issues ❑ Work with Point of Contact to coordinate interviews (transportation, lodging, interview locations, etc.) ❑ Send Candidate Daily Interview Schedule to each finalist ❑ Conduct criminal/financial/educational degree verification checks on finalists selected to be interviewed ❑ Notify the applicants who were not selected to be interviewed	❑ Assist with lodging arrangements and welcome gifts ❑ Arrange for spouse/significant other tour
Interviews	❑ Call Point of Contact after 1st interview to learn how it went ❑ Call 1st candidate to learn their perspective and how the interview went ❑ Suggest any possible improvements ❑ Be available for questions ❑ Be present at interviews if request is made by school district (additional fee for this service)	❑ One candidate per day ❑ Board member greets each candidate upon arrival to district ❑ Informal interview-social setting ❑ Formal interview ❑ Spouse/significant other's visitation is coordinated
Finalist selected and accepted	❑ Call and make offer to candidate ❑ Verify acceptance ❑ Call other finalists ❑ Sends out letter of congratulations to candidate who was chosen	❑ Board meets and discusses each candidate individually ❑ Read input forms submitted by stakeholder input groups ❑ Have each board member rank order candidates ❑ Select minimum of #1 and #2 candidate ❑ Call and make offer to candidate ❑ Send interview forms and files to the Home Office ❑ Board evaluates our services
Phase V	❑ Facilitate board and superintendent's identification of 2-3 performance objectives and evidence of progress the board will accept ❑ Consultant reviews superintendent's plan	❑ Superintendent creates plan with target objectives and timelines ❑ Plan is sent to consultant to be reviewed ❑ Board adopts plan

Stakeholder Involvement

Obtaining stakeholder input is an integral part of McPherson & Jacobson's search process. Since 1991, McPherson & Jacobson has conducted over 940 superintendent searches for school districts ranging from 10 to over 300,000 students. For each search, we have coordinated stakeholder input sessions. Besides meeting with stakeholder groups designated by the board, an online input survey is also available for those who cannot attend the meetings. After the meetings have been completed, the board will receive a written report with the findings of the meetings and online input.

Initial stakeholder input sessions

The consultants will meet with groups identified by the board to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board. The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include. An online survey option will be provided to stakeholders who are unable to attend the scheduled meetings.

Meeting the candidates

A representative group of eight to twelve people will be selected to represent each of the groups identified by the board. The consultants will meet with a chairperson for each group to discuss their roles and responsibilities. The purposes of these groups are two-fold: one, to promote the school district and community to the candidate; and two, to form an impression of each candidate, which they will share with the board. The consultants will coach each group on how to conduct the meeting with each candidate and what questions they can or cannot ask. The consultants will also provide the chairpersons with a form in which, using group consensus, they will record their impressions of each candidate. The forms will be sealed in an envelope after meeting with each candidate and turned in to the district contact person. Upon completing the interview process with all candidates, the board will receive and open the forms from each group.

Process for Obtaining Staff Input

The consultants will meet with central office administrators, building administrators, teachers, classified staff, and students, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the teachers and classified staff in the afternoon, right after school dismissal to give the maximum opportunity for the staff to participate. Central office and building administrator meetings are scheduled at multiple locations to maximize the opportunities for their input. Student input sessions are not scheduled during class time, they are normally held during lunch breaks.

Process for Obtaining Parent and Community Input

The consultants will meet with parents and community stakeholders, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the parents and community stakeholders in the evenings at multiple locations to allow as many stakeholders as possible to give their input.

Process for Including Ethnically Diverse Communities

McPherson & Jacobson will work with the district to determine the best practices to obtain input from ethnically diverse communities in the district. If in-person meetings are required, McPherson & Jacobson will work with the district to obtain the necessary translators.

Process for Obtaining Online Stakeholder Input

McPherson & Jacobson will create an online input survey to allow stakeholders to submit their input. At the request of the district, surveys for multiple languages can be developed and posted.

Cost Proposal

Investment

The fee for conducting the superintendent search is $7,500 for Phases I-V.

McPherson & Jacobson has the tools to conduct all or some components of the search process electronically. We can work with the board to determine the best practices as the search progresses to determine if in-person or online meetings will best meet the needs of the district.

The total not to exceed amount including expenses is $9,890.*

Included in the expenses is

- Thirty (30) days on AASA (American Association of School Administrators)
- Posting on Nebraska Council of School Administrators
- Posting on Teach in Nebraska
- One (1) day of in-person stakeholder meetings
- Online stakeholder input surveys
- Video interviews of candidates (five (5) video interviews are included in the not to exceed amount)
- Criminal/financial/credential verification background check for candidates chosen by the board for interviews (four (4) background checks are included in the not to exceed amount)
- Travel expenses for consultants for scheduled trips to the school district.
- Office expenses

***If the district chooses to do parts of the search using online meetings, the expenses may decrease.*

NOTE:

- Expenses may increase if the district chooses additional media advertising.
- Fees and expenses will increase if the district requests additional stakeholder input days.
- Interview expenses for the candidates are not included in the expenses listed.
- There is an additional fee and expenses for the consultants to attend the interview sessions.

McPherson & Jacobson Guarantees

Client Satisfaction

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses. *The guarantee is valid only if the board is comprised of fifty (50) percent or more of the member who hired the superintendent.*

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Price Match

McPherson & Jacobson, L.L.C. will match the search fee for comparable services.

Recruiting the Selected Candidate

McPherson & Jacobson consultants do not actively recruit administrators that have been placed in our searches. We would not have the retention rates for our placements if we recruited the administrators from our searches. Over the last five years, **over eighty-five percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Additional Services:

In addition to the basic services provided, McPherson & Jacobson can provide at no additional charge the following services:

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.
- Schedule an on-site visitation to the finalist's home district.

Additional Information

McPherson & Jacobson, L.L.C. Nebraska Consultants

Dr. Steve Joel, National Recruiter, Retired Superintendent, Lincoln

Dr. Mike Cunning, Retired Superintendent, Hershey

Dr. Jerry Ehlers, Consultant Emeritus, Retired Superintendent, Ainsworth

Dr. Paul Gausman, Superintendent, Lincoln

Dr. Randall Gilson, Superintendent, Blair

Dr. Tawana Grover, Past Superintendent, Grand Island Public Schools, Grand Island

Dr. Derrick Joel, Assistant Superintendent, Norris School District, Firth

Mr. Brandon Lavaley, Superintendent, Wahoo

Dr. Mike Lucas, Superintendent, Westside Comm. Schools, Omaha

Dr. Blane McCann, Retired Superintendent, Educational Consultant, Omaha

Mrs. Jane McDaniel, Former Board Member, Plattsmouth

Dr. Randy Nelson, Consultant Emeritus, Retired Superintendent, Seward

Dr. James Ossian, Professor Emeritus, Wayne State College, Wayne

Dr. Aaron Plas, Superintendent, Lakeview Community Schools, Columbus

Mr. Darren Tobey, Superintendent, Broken Bow

Mr. Antwan Wilson, Professor/Educational Consultant, Lincoln

Dr. Rob Winter, Retired Superintendent, Grand Island

Nebraska Searches Conducted by McPherson & Jacobson, L.L.C.

Year	District	City	Enrollment
2000/01	Adams Central Jr.-Sr. High School	Hastings	452
2003/04	Ainsworth Community Schools	Ainsworth	548
1997/98	Ainsworth Community Schools	Ainsworth	
2001/02	Allen Consolidated School District	Allen	225
2012/13	Alliance Public Schools	Alliance	1,700
2008/09	Alliance Public Schools	Alliance	1,737
1997/98	Alliance Public Schools	Alliance	2,300
2000/01	Alma Public Schools	Alma	371
2006/07	Anselmo-Merna Public Schools	Merna	257
1994/95	Anselmo-Merna Public Schools	Merna	170
2018/19	Arlington Public Schools	Arlington	660
1999/00	Arlington Public Schools	Arlington	597
1994/95	Arnold Public Schools	Arnold	
1997/98	Auburn Public Schools	Auburn	1,028
2016/17	Axtell Community School	Axtell	264
2011/12	Axtell Community School	Axtell	301
2003/04	Banner County Public School District	Harrisburg	168
1994/95	Banner County Public School District	Harrisburg	209
1997/98	Battle Creek Public Schools	Battle Creek	461
2012/13	Beatrice Public Schools	Beatrice	2,200
1999/00	Beatrice Public Schools	Beatrice	2,320
2011/12	Blair Community Schools	Blair	2,400
2008/09	Blair Community Schools	Blair	2,416
1994/95	Bloomfield Community Schools	Bloomfield	435
2004/05	Boone Central Schools	Albion	654
2013/14	Bridgeport Public Schools	Bridgeport	500
2007/08	Bridgeport Public Schools	Bridgeport	510
2003/04	Bridgeport Public Schools	Bridgeport	533
1998/99	Bridgeport Public Schools	Bridgeport	580
2014/15	Broken Bow Public Schools	Broken Bow	810
2001/02	Brunning-Davenport Unified School District	Davenport	208
2013/14	Central City Public Schools	Central City	690
2001/02	Central City Public Schools	Central City	800
2006/07	Centura Public School	Cairo	550
2017/18	Centura Public Schools	Cairo	486
2003/04	Chadron Public Schools	Chadron	866
2009/10	Chambers Public School	Chambers	203

Year	District	City	Enrollment
2004/05	Chambers Public School	Chambers	203
2017/18	Chase County Schools	Imperial	620
1994/95	Clarks Public Schools		
2009/10	Columbus Public Schools	Columbus	3,600
1997/98	Crawford Public Schools	Crawford	270
2014/15	Creek Valley Public Schools	Chappell	252
2015/16	Crete Public Schools	Crete	1,800
2005/06	Crete Public Schools	Crete	1,465
1998/99	David City Public Schools	David City	597
1996/97	Doniphan Public Schools	Doniphan	
2020/21	Doniphan-Trumbull Public School	Doniphan	426
2017/18	Doniphan-Trumbull Public School	Doniphan	465
2005/06	Doniphan-Trumbull Public School	Doniphan	517
2004/05	Dorchester Public Schools	Dorchester	218
1994/95	Dorchester Public Schools	Dorchester	251
2004/05	Douglas County West Community Schools	Waterloo	720
2011/12	Dundy County Stratton Public Schools	Benkelman	403
1992/93	Elba Public Schools	Elba	141
1998/99	Elkhorn Valley School District No. 80	Tilden	483
1997/98	Elm Creek Public Schools	Elm Creek	358
1997/98	ESU #11--Executive Director	Holdrege	
2007/08	ESU #13--Executive Director	Scottsbluff	14,400
2001/02	ESU #6--Executive Director	Milford	12,850
2011/12	ESU #8--Executive Director	Neligh	
1998/99	ESU #9--Executive Director	Hastings	
2003/04	Eustis-Farnam School District	Eustis	252
2014/15	Fairbury Public Schools	Fairbury	901
1997/98	Fairbury Public Schools	Fairbury	1,068
1994/95	Fairmont Public Schools	Fairmont	
2009/10	Franklin Public Schools	Franklin	350
2002/03	Franklin Public Schools	Franklin	350
1999/00	Franklin Public Schools	Franklin	350
2000/01	Fremont High School (principal)	Fremont	1,350
2005/06	Garden County Public Schools	Oshkosh	289
1994/95	Geneva Public Schools	Geneva	
2000/01	Gering Public Schools	Gering	1,828
2016/17	Gibbon Public Schools	Gibbon	598
2003/04	Gibbon Public Schools	Gibbon	545
2000/01	Gothenburg Public Schools	Gothenburg	860
2015/16	Grand Island Public Schools	Grand Island	9,607

Year	District	City	Enrollment
2010/11	Grand Island Public Schools	Grand Island	8,820
1996/97	Guide Rock Public Schools		
2018/19	Hastings Public Schools	Hastings	3,740
2000/01	Hastings Public Schools	Hastings	3,327
1994/95	Hemingford Public Schools	Hemingford	475
1998/99	Hershey Public Schools	Hershey	476
2004/05	Holdrege Public Schools	Holdrege	943
1999/00	Humboldt Public Schools	Humboldt	
2002/03	Humphrey Public Schools	Humphrey	222
2000/01	Kearney Public Schools	Kearney	4,526
2012/13	Kimball Public Schools	Kimball	543
2008/09	Lakeview Community Schools	Columbus	200
2008/09	Lakeview Community Schools	Columbus	750
2008/09	Laurel-Concord Public Schools	Laurel	351
2015/16	Learning Community of Douglas and Sarpy Counties	Omaha	
2000/01	Leigh Community Schools	Leigh	288
2005/06	Lexington Public Schools	Lexington	2,762
2000/01	Lexington Public Schools	Lexington	2,519
2000/01	Lodgepole Public Schools	Lodgepole	163
2011/12	Logan View Public Schools	Hooper	527
2003/04	Logan View Public Schools	Hooper	634
2004/05	Madison Public Schools	Madison	566
1998/99	Madison Public Schools	Madison	584
2001/02	McCook Public Schools	McCook	1,401
1997/98	McCook Public Schools	McCook	1,597
2013/14	Meridian Public Schools	Daykin	200
2010/11	Meridian Public Schools	Daykin	200
2006/07	Meridian Public Schools	Daykin	200
2003/04	Morrill Public Schools	Morrill	457
2010/11	Mount Michael Benedictine--Head of Schools	Elkhorn	200
1998/99	Mullen Public Schools	Mullen	194
2022/23	Nebraska Commissioner of Education	Lincoln	
1996/97	Neligh-Oakdale, NE	Neligh	538
2002/03	Newcastle Public Schools	Newcastle	175
2009/10	Norris School District 160	Firth	2,040
2011/12	North Platte Public Schools	North Platte	4,100
1997/98	Ord Public Schools	Ord	622
2019/20	Palmyra Bennet District OR-1 Schools	Palmyra	581
1997/98	Palmyra District OR 1	Palmyra	244
2015/16	Pawnee City Public Schools	Pawnee City	297

Year	District	City	Enrollment
2008/09	Pawnee City Public Schools	Pawnee City	280
1996/97	Paxton Consolidated Schools	Paxton	
2004/05	Pender Public Schools	Pender	353
2001/02	Plattsmouth Community School District	Plattsmouth	1,678
2014/15	Potter-Dix Public Schools	Potter	191
2022/23	Ralston Public Schools	Ralston	4,000
1997/98	Ralston Public Schools	Ralston	3,000
1997/98	Randolph Public Schools	Randolph	
1996/97	Red Cloud Community Schools	Red Cloud	
1992/93	Rising City Public Schools	Rising City	120
1999/00	Rushville Public Schools--District I & VI	Rushville	273
1996/97	Sandy Creek Public Schools		500
1999/00	Schuyler Central Public Schools	Schuyler	
2003/04	Scottsbluff Public Schools	Scottsbluff	2,700
1992/93	Scribner-Synder Community Schools	Scribner	382
2016/17	Seward Public Schools	Seward	1,406
2019/20	Shelton Public Schools	Shelton	300
2015/16	Shelton Public Schools	Shelton	300
2010/11	Shelton Public Schools	Shelton	300
1994/95	Shelton Public Schools	Shelton	362
2006/07	Silver Lake Public Schools	Roseland	254
2017/18	South Central Nebraska Unified #5	Fairfield	681
2000/01	South Central Nebraska Unified School District #5	Fairfield	1,249
2009/10	South Sioux City Community Schools	South Sioux City	3,800
1998/99	South Sioux City Community Schools	South Sioux City	3,130
2016/17	Southern Public Schools	Wymore	395
2000/01	Stanton Community Schools	Stanton	454
2020/21	Summerland Public Schools	Ewing	402
1994/95	Sumner-Eddyville-Miller Public School	Sumner	201
2017/18	Superior Public Schools	Superior	435
1995/96	Superior Public Schools	Superior	
2010/11	Tekamah-Herman Community Schools	Tekamah	579
2002/03	Tri County Public Schools	DeWitt	480
2013/14	Twin River Public Schools	Genoa	480
1999/00	Valentine Rural High School	Valentine	280
1997/98	Wahoo Public Schools District #39	Wahoo	865
1997/98	Wakefield Community Schools	Wakefield	467
2016/17	Waverly School District 145	Waverly	1,920
1997/98	Wayne Community Schools	Wayne	934

Year	District	City	Enrollment
1999/00	Weeping Water Public Schools	Weeping Water	435
2003/04	West Point Public Schools	West Point	694
2010/11	Westside Community Schools	Omaha	5,990
1997/98	Wheeler Central Schools	Bartlett	
2009/10	Wilber Clatonia Public Schools	Wilber	553
2002/03	Wilber-Clatonia Public Schools	Wilber	548
2000/01	Wisner-Pilger Public Schools	Wisner	518
2013/14	Wood River Rural Schools	Wood River	549
1999/00	York Public Schools	York	1,400
2014/15	Yutan Public Schools	Yutan	477

What Board Members Say About McPherson & Jacobson's Search Services

July 2018

McPherson & Jacobson was always reachable and responsive. They took the time to acclimate themselves with our culture, and take the time to understand the needs of our school district as well as our community and teachers. This resulted in their ability to connect us with candidates who met our needs. By the number of highly qualified candidates they presented, it was clear that they took the time to listen and really understand what we were looking for.

Their partnership in this process was greatly appreciated, I personally would highly recommend them as your next partner when embarking on a superintendent search.

Teresa Grabowski
Centura Public School
Cairo, Nebraska

Nebraska Association of School Boards Superintendent Search Information

Prepared For

Schuyler Community Schools

© All rights reserved. Nebraska Association of School Boards

Schuyler Board of Education,

We appreciate the opportunity to share information on the NASB Superintendent Search Service with the Board of Education. The Nebraska Association of School Boards provides a multitude of services to our members, including superintendent search services. The team at NASB would value the opportunity to work with the school district, through the search process.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director. I have worked on over 100 searches, taking the lead on over 70.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service looks at the process through the eyes of a board member. We ensure a highly professional search process that will attract quality applicants but will also bring credit to the board for the manner in which the search is conducted.

Please contact me at the number below if you have any questions.

Respectfully submitted,

Shari L. Becker

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Search Service Protocol

© All rights reserved. Nebraska Association of School Boards

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically meet with the full board two or three times during the search.

Preliminary Work

- Distribute board survey
- Begin creation of marketing flyer
- Advertise vacancy on NASB and other applicable sites

Board Work Session I

- Collaborate with the board to design a timeline to guide the search process
- Review and discuss board survey results and Leadership Profile document

NOTE: Leadership Profile is developed from input directly from board members. The Board will review the Profile and NASB will alter, as necessary. The Profile is then used to guide the Board in selecting interview questions, selecting interview candidates, and assessing the interview process. The Profile will ultimately guide a board retreat once the permanent superintendent begins.

- Discuss search process details, interview questions and schedule structure
- Discuss NASB Statewide Superintendent Salary Survey and compensation package
- Discuss interview questions and procedures with the board
- Discuss participants and logistics of the interview process with the board

NASB Duties

- Recruit to identify quality applicants
- Receive, process, and screen all completed online applications and supporting documentation
- Conduct comprehensive professional and personal reference checks including internet search, criminal background search, adult/child abuse check and credit check

District Staff/Community Visit (Eliminated with Option II)

- Engage staff, students, parents, patrons and community leaders through onsite visit
- Distribute an electronic survey to stakeholders of the district to elicit feedback
- Compiled survey comments are provided for board review prior to/at Special Meeting III

Board Work Session II (Eliminated with Option II)

- Review and discuss current district documents including superintendent job description, superintendent

© All rights reserved. Nebraska Association of School Boards

evaluation tool, and superintendent contract (Note: the Association stipulates in the Search agreement that following discussion of the contract, the board will communicate and work with the district's school attorney to authorize any and all changes as the Board deems appropriate to the contract)

Board Special Meeting III

- NASB presents all applicant names and screening results to the Board of Education for review and consideration (unless board requests otherwise)
- NASB provides a Candidate Assessment document for the board's use during the interview and deliberation process to compare candidate materials and candidate interview
- Finalize interview schedule and questions
- Discussion of final details and protocol

Final Duties - Board

- Interview candidates for the position
- Negotiate with the candidate of choice (NASB will assist at the board's request)
- Ratify the contract at an advertised meeting of the board

Final Interview Details - NASB

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates
- Conduct post-interview conference with interview candidates and communicate information to the board

Additional Duties (Eliminated with Option II)

- Conduct Board Retreat with the board once the new superintendent begins. This session fee is included in the search fee except for travel to the district.
- Provide a two-year guarantee for boards who complete the Retreat

Consultant Details

The search for a Superintendent for Schuyler Community Schools will be conducted by Director of Search

© All rights reserved. Nebraska Association of School Boards

Services, Shari Becker and staff members that specialize in searches and open meetings law.



Shari started with the Association Search Service in 2007 as a field consultant and has served as the Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district stakeholder engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. She has worked on over 100 searches, taking the lead on over 70. Shari is active with the National Affiliation of Superintendent Searches. She is currently serving as chair elect on the leadership team.

Shari brings a wide range of background experience to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach and an ODR Approved Mediator.

Board Member References

Ainsworth Community Schools, Jim Arens, Board President, (402) 387-2381

Elm Creek Public Schools, JC Ourada, Board President, ourada007@hotmail.com; (308) 440-2775

Pleasanton Public Schools, Matt Pawloski, Board President, (308) 627-2050

Springfield Platteview Community Schools, Cori Swanson, Search Committee Chair, (402) 740-7675

Wakefield Community Schools, Bree Brown, Board President, (402) 369-0401

Wood River Rural Public Schools, Joyce Willoughby, Board President, (308) 379-3511

NASB Fees Associated with the Search

© All rights reserved. Nebraska Association of School Boards

Option I Search Fee **$5,500**

Includes:

- All details described in Search Service Protocol
- Advertising Options with no fee
- Board Retreat after July 1, 2023
- Two-year Guarantee on the hire
- Miscellaneous (One Source background checks, copies, postage, and other office expenses)

Does not include:

Travel expenses for NASB Consultants to include mileage and meals (Mileage billed at the standard IRS mileage rate i.e. $.585 for 2022)

Option II Search Fee **$3,600**

Includes:

- All details listed under Meeting I and III on Search Service Protocol
- Application handling and screening of all applications, presentation of all applicants to the board

Does not include:

- Meeting II Elements (including District Visit and Stakeholder Survey)
- Two-year Guarantee
- Board Retreat (can include this with Option II for an additional $500)
- Travel expenses – mileage and meals

© All rights reserved. Nebraska Association of School Boards

1. Academic Programs: *Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

Goal: All students meet or exceed state standards in core academic areas.
Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

Target Areas: Core Academic Programs

1	**ECH**	**Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.**
2023	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2023	Action Plan	2. Continue expanding partnerships with program and funding agencies to provide increased services for birth to 3 programs in the community
2023	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs in the community
2	**K-8**	**Review student achievement and implementation of the Reading/Language Arts curriculum.**
2023	Action Plan	1. Continue and expand improvement plan to address gaps or low achievement assessment results
2023	Action Plan	2. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students reading at or above grade level
2023	Action Plan	3. Complete curriculum development plan to ensure alignment of curriculum to new language arts standards.
2023	Action Plan	4. Develop and implement a plan to ensure instruction/instructional materials meet the needs of the foundations of reading at the K-2 level (especially phonemic awareness)
2023	Action Plan	5. Evaluate current curriculum materials to identify needs/gaps with current standards and adopt new materials/supplements where needed.
2023	Action Plan	6. Research professional development opportunities to ensure that the science of reading processes are being used.
3	**SCS**	**Monitor and evaluate the K-8 Discovery Education Science Program**
2023	Action Plan	1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E_3) Grant on Science Curriculum and STEM Training
2023	Action Plan	2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.
4	**SCS**	**Complete the math standards adoption process (since the math intervention program is implemented)**
2023	Action Plan	1. Identify priority standards, supporting standards and nice to know standards and update proficiency scales to align with the new priority standards.
2023	Action Plan	2. Update scope and sequence for the 2023-24 school year to ensure alignment with the new standards.
2023	Action Plan	3. Complete a 6-12 math instructional materials adoption process.
5	**SCS**	**Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle**
2023	Action Plan	1. Evaluate student performance at the end of the year to determine additional resources, modifications or professional development needs.
6	**SCS**	**Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and assessment.**
2023	Action Plan	1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teachers.
2023	Action Plan	2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks.
2023	Action Plan	3. Continue to offer APL training for new staff and refresher training to returning teachers in the district.
2023	Action Plan	4. Identify critical content from the standards through the use of Standards-Based Learning professional development from Learning Sciences International. Develop and implement standards-based learning targets that demonstrate a progression of learning up to and beyond the level of rigor of the standards.
2022	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students.
7	**SCHS**	**Review academic options for new arrivals, EL, special needs, at risk students, etc… (Alternative Education Program, Newcomer Program)**
2023	Action Plan	1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newcomer Programs
2023	Action Plan	2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education classrooms and post-secondary education
2023	Action Plan	3. Research and develop a plan to expand K-12 EL professional development in English language instruction
2023	Action Plan	4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)
2023	Action Plan	5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom
2023	Action Plan	6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school students in ELPA 21 levels 1-2
2023	Action Plan	7. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2023	Action Plan	8. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on track for graduation with their peers
2023	Action Plan	9. Review SPED and EL caseloads and program requirements in the district to determine certificated and support staffing needs
2023	Action Plan	10. Research various methods to support K-1 EL students and classroom teachers.
8	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness for all students**
2023	Action Plan	1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler Middle School
2023	Action Plan	2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high school students
2023	Action Plan	3. Continue to expand courses through CCC for college credit and vocational licensure courses
2023	Action Plan	4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses
2023	Action Plan	5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College
9	**SCS**	**Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.**
2023	Action Plan	1. Create an overall district system that differentiates for specific building needs (MTSS)
2023	Action Plan	2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)
2023	Action Plan	3. Research intervention and enrichment ideas, resources and programs (MTSS)
2023	Action Plan	4. Ensure programing meets the needs of all students (especially SPED and EL students)
2023	Action Plan	5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler

Target	Areas:	Non-Core Academic Programs
10	**SCS**	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2023	Action Plan	1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators
2023	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for selected K-12 teacher leaders
2023	Action Plan	3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)
2023	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level
2023	Action Plan	5. Research the need and staffing to expand social emotional learning (SEL) options for Preschool, Fisher's, Richland and the Dual Language School at the district office.
11	**SCS**	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.**
2023	Action Plan	1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)
2023	Action Plan	2. Continue options to expand strings program.
2023	Action Plan	3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcasting)
2023	Action Plan	4. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ensemble groups)
12	**K-5**	**Continue to expand options for the dual language/bilingual education elementary program**
2023	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling
2023	Action Plan	2. Coordinate staffing, curriculum and textbook selection for the 6th grade expansion
2023	Action Plan	3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 5th Grade Students
2023	Action Plan	4. Participate in ongoing professional development and register NABE 2024 Conference
2023	Action Plan	5. Research pros and cons of expanding dual language to the middle school and high school levels
2023	Action Plan	6. Research K-2 School name for the dual language school at the district office and get approved by the school board.
2023	Action Plan	7. Find ways to involve parents and students of the dual language program within the community.
2023	Action Plan	8. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2023	Action Plan	9. Research the feasibility of having specials at the dual school in the district office building rather than at SES.
13	**7-12**	**Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.**
2023	Action Plan	1. Expand FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, education, etc…
2023	Action Plan	2. Research options to expand 7-12 career exploration and college credit through CCC to promote CTE careers.
2023	Action Plan	3. Expand options for implementing career pathways to ensure students have certification options.
2023	Action Plan	4. Research, plan, update and implement increased CTE opportunities for middle school students.
14	**7-12**	**Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)**
2023	Action Plan	1. Expand the high school afterschool and summer school programs to address learning loss, schedule flexibility, and advanced courses.
2023	Action Plan	2. Develop a schedule, recruit and hire staff interested in providing programs, classes, or clubs, and enroll students interested in participating in the afterschool program.
15	**7-12**	**Develop and implement a plan to improve students' ability to communicate, demonstrate leadership and act responsibly.**
2023	Action Plan	1. Continue leadership classes at the middle and high school levels utilizing "Leadworthy: The Course" from the Flippen Group (Capturing Kids' Hearts)

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas: Extra-Curricular Activities

16	K-6	Increase student/parent/community participation in youth athletic and activities programs.
2023	Action Plan	1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2023	Action Plan	2. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2023	Action Plan	3. Continue to waive the participation fee if the parent volunteers to coach.
2023	Action Plan	4. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2023	Action Plan	5. Continue to SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.
2023	Action Plan	6. Continue to Host parent sign ups and meetings prior to the sport to inform parents of expectations of the program and volunteer to help
2023	Action Plan	7. Promote and provide any updates with any in-season program changes with the use of social media and parent text messages.
2023	Action Plan	8. Research feasibility of expanding youth sports schedule to include competition with surrounding communities.
17	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2023	Action Plan	1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.
2023	Action Plan	2. Continue to improve coordination and implementation of 6-12 strength and conditioning programs.
2023	Action Plan	3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title IX compliance.
2023	Action Plan	4. Continue coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school programs.
2023	Action Plan	5. Continue to use the K-12 system of Rooms, Social Media, Television, News Releases, Chamber Updates, Schuyler Sun, etc…
2023	Action Plan	6. Research, develop and implement an intramural program to promote student participation in activities. (Period 9)
2023	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all activities and at all levels.
2023	Action Plan	9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty positions.
2023	Action Plan	10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at ways to provide daycare for these events)
2023	Action Plan	11. Research strength and conditioning opportunities for middle school students and the cost and benefit of adding weight program/equipment at SMS.
2023	Action Plan	12. Investigate and send out a survey to student-athletes to identify barriers to getting students into the weight room during the summer hours.
2023	Action Plan	13. Explore different opportunities to get the youth programs involved at the SMS and SCHS level.

2023	Action Plan	14. Continue to host recognition of athletes and fine arts participants.
2023	Action Plan	15. Expand social media accounts that shares information and promotes SCS activities.
2023	Action Plan	16. Continue middle school attendance at high school performances and summer camps (band, speech, play production, etc.)
2023	Action Plan	17. Research the pros and cons of hiring coaches outside of the teaching profession.

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas: Technology

18	**SCS**	**Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV & Apple TV**
2023	Action Plan	1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.
2023	Action Plan	2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless connectivity.
2023	Action Plan	3. Continue to support staff & students on how to use teacher and/or student iPads with TV's for interactive lessons
19	**K-5**	**Encourage, train, and support teachers on how to use Apple Classroom to assist with classroom management**
2023	Action Plan	1. Promote the use of the Apple Classroom app to assist teachers with monitoring, managing, and guiding student iPads in their classrooms
20	**SCS**	**Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)**
2023	Action Plan	1. Continue to provide low cost solutions for families with no access to high speed Internet in their homes. i.e. Verizon Jetpack
21	**K-8**	**Research, adopt, and implement a STEM/STEAM Program K-8**
2023	Action Plan	1. Continue Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cricket, Apple Swift, etc.
22	**SCS**	**Host 2022 Technology Fair for Schuyler and Area Schools.**
2023	Action Plan	1. Develop the schedule and agenda for the 2023 Schuyler Tech Fair….1/2 day (9-12) students.
2023	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2023 Schuyler Tech Fair and fall professional development workshops.
2023	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2023	Action Plan	4. Secure contracts with selected speaker/presenters for the 2023 Schuyler Tech Fair.
23	**SCS**	**Adopt, train, and implement system-wide technology solutions**
2023	Action Plan	1. Continue to grow and improve our Apptegy website templates & mobile app.
2023	Action Plan	2. Continue using ThoughtExchange to build trust, open communication and engage staff, students, parents, community patrons.
2023	Action Plan	3. Expand and update the district report card on a regular basis using the ECRA Group Dashboard (ECRISS) to inform staff, board, parents, and community.
2023	Action Plan	4. Continue using Schoolzilla to align data and communication, define school quality, and evaluate school improvement progress.
2023	Action Plan	5. Continue training and support to building staff who are responsible for entering building specific events in building website calendar.
24	**SCS**	**Marketing plan to partner with local businesses & organizations**
2023	Action Plan	1. Continue to update the SCS websites & school app to promote our school and improve internal and external communication.
2023	Action Plan	2. Use our resources (DOB digital sign, websites, mass notification system, mobile app, social media) to promote area events.
2023	Action Plan	3. Expand sponsors/local businesses to sell advertising on our Scorevision displays in West Gym at SCHS.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

Goal: Safe and efficient transportation system.

Target Areas: Transportation

25	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2023	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
2023	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
26	**SCS**	**Conduct a study of transportation costs and reimbursements to determine the most efficient**
2023	Action Plan	1. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the 2023-24 school year.
27	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2023	Action Plan	1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.
2023	Action Plan	2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.
2023	Action Plan	3. Research feasibility and need to provide morning and afternoon bus service to students attending the Fishers.
2023	Action Plan	4. Research feasibility of contracting a coach bus service for large group activity trips to reduce the number of buses and drivers needed.
2023	Action Plan	5. Continue to review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for 2023-24 school year.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

Goal: Secure, quality, modern educational facilities.

Target Areas: Buildings and Grounds

28	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2023	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2023	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
2023	Action Plan	3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district buildings.

29	**SCHS**	**Phase V: High School Facility**
2023	Action Plan	1. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the auditorium.
2023	Action Plan	2. Complete ESSER II Project to complete replacement of classroom windows 1953 building project to include facia and window wrap.
2023	Action Plan	3. Continue plan for the remodel of the 1953 building (Lighting in the Library/Media Center Wing).
2023	Action Plan	4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoining hallway.
2023	Action Plan	5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sites.
2023	Action Plan	6. Develop a plan with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, bleachers, and concessions area)
2023	Action Plan	7. Develop a plan for the intro to construction class to build a maintenance garage adjacent to the old concession stand at the athletic complex.
2023	Action Plan	8. Develop a plan and funding for paint/banners/etc… in the west gymnasium.
30	**SMS**	**Middle School Facility**
2023	Action Plan	1. Complete tuckpoint of the middle school building.
31	**SCS**	**District Office, Dual Language, Early Childhood Day Care and Preschool**
2023	Action Plan	1. Submit a Sixpence Grant for 3 year-old center -based services.
2023	Action Plan	2. Complete Phase. I ESSER III Renovation Project: Parking lot, sidewalk, drop-off zone.
2023	Action Plan	3. Contract with ZeroEyes to write specifications for district-wide security camera upgrades through ESSER III Program.
32	**K-8**	**Rural School Facilities**
2023	Action Plan	1. Review priorities and timeline for Fishers building maintenance and improvements. (Roof Replacement)
2023	Action Plan	2. Research options for funding to improve rural school playgrounds.
2023	Action Plan	3. Continue to research options for stabilizing Fishers enrollment, programs and facility use.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas: Support Service Programs

33	**SCS**	**Continue to expand partnerships with local health professionals to improve and provide services to students and staff**
2023	Action Plan	1. Continue partnerships with local and state optometric providers to expand vision services to students in need.
2023	Action Plan	2. Continue relationships with local health department, medical clinic, and full-service coordinator to address health concerns and provide student and staff health services
2023	Action Plan	3. Research need and feasibility of providing additional nursing services at Preschool, Richland, Fishers, and Dual Language Elementary Buildings.
34	**SCS**	**Offer educational opportunities for school nurses, students, families, and staff**
2023	Action Plan	Continue providing ongoing system of support, training, and collaboration within nursing department.
2023	Action Plan	Continue support for a certified CPR instructor to the nursing staff.
2023	Action Plan	Provide staff and parent opportunities to learn about recognition and reaction to emerging drug trends.
2023	Action Plan	Work with Family Literacy Program to promote and educate our community on health topics.
35	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
2023	Action Plan	1. Expand programs to support a lesson plan format to be used at the building level for substitute teachers.
2023	Action Plan	2. Continue orientation and training program for substitute teachers at each building.
36	**SCS**	**Develop and implement a plan to improve food service and menu options across the district.**
2023	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2023	Action Plan	2. Conduct and review results of the student survey regarding menu options.
2023	Action Plan	3. Pursue contracts with outside providers to increase menu options for SCHS students for the 2023-24 school year.
37	**SCS**	**Develop and implement a plan to improve training for Para-Educators across the district.**
2023	Action Plan	1. Continue support and implementation of professional development programs to improve the effectiveness of para-educators in providing interventions.
2023	Action Plan	2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit schedules, district staff handbook, etc.…)
2023	Action Plan	3. Continue providing para-pro training and implement APL and Capturing Kids' Hearts trainings for Para-educators.
38	**SCS**	**Expand recruiting and training efforts for substitute teachers**
2023	Action Plan	1. Continue annual Substitute training and welcome program held at the beginning of the school year
2023	Action Plan	2. Continue to expand relationships with Colleges and Universities to recruit more certificated staff and substitute teachers.

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

Target Areas: School Governance and Public Relations

39	**SCS**	**Continue to expand strategies to improve communication and promote parent/community engagement.**
2023	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.
2023	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school and at school activities.
2023	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee', City Council, etc…)
2023	Action Plan	4. Explore options to expand communications with all parents and community patrons through the use of electronic platforms, advertising, message boards, etc...

2023	Action Plan	5. Conduct annual review of all safety protocols district-wide and submit the report to the board of education. (Spring 2022)
2023	Action Plan	6. Continue increasing opportunities for positive promotion through the Schuyler Sun, websites, message boards, Social Media, etc…
2023	Action Plan	7. Continue to find ways to increase K-12 parent engagement through open houses, parent nights, parent-teacher conferences, newsletter, etc.
2023	Action Plan	8. Continue to find ways to partner with community programs and businesses.
2023	Action Plan	9. Promote board member development and participation in local and state organizations.
40	**SCS**	**Continue expanding financial resources to promote financial stability and program support.**
2023	Action Plan	1. Continue participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 for 1 more year)
2023	Action Plan	2. Continue pursuing funding and resources from legislature and various partners inside and outside of the community focused on reducing reliance on property taxes.
2023	Action Plan	3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.
41	**SCS**	**Conduct superintendent search for the 2023-24 school year.**
2023	Action Plan	1. Approve a vendor to assist the search committee with recruiting viable candidates for the superintendent position.
2023	Action Plan	2. Organize information, process, and selection committees to conduct interviews.
2023	Action Plan	3. Conduct interviews and secure contract with the successful candidate for the 2023-24 school year.

8. School Climate (Students and Adults): *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Target Areas: . School Climate and Learning Environment

42	**SCS**	**Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, reduced incidents of bullying, etc…**
2023	Action Plan	1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. **(Capturing Kids Hearts, Process Champions)**
2023	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. **(APL Training)**
2023	Action Plan	3. Continue to expand K-12 counseling services and support to address mental health needs in the district. **(Mental Health Counselors, Gaggle Counseling Services)**
2023	Action Plan	4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior Specialists and Community Family Partnership
2023	Action Plan	5. Continue open communication with law enforcement/first responders and create opportunities for including them in school sponsored events.
2023	Action Plan	6. Research, develop and implement a comprehensive counseling program for 6-12 for social emotional learning (SEL) and increase awareness of available mental health resources.
2023	Action Plan	7. Promote and train students in grades 6-12 to use the "Speak for School Safety" throughout the district to report bullying, abuse, violence, etc…
43	**SCS**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2023	Action Plan	1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers and administrators.
2023	Action Plan	2. Continue school spirit, staff morale, monthly celebrations, etc… to promote an inclusive and safe learning and work environment.
2023	Action Plan	3. Research and develop an incentive program to promote post-secondary education options for support staff.
2023	Action Plan	4. Continue the use of ThoughtExchange to promote ongoing, consistent communication and opportunities for staff input.
2023	Action Plan	5. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and external communication.
2023	Action Plan	6. Research ways to improve teacher effectiveness when building student relationships during R-Time and Focus.
44	**SCS**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
2023	Action Plan	1. Expand new support staff orientation program at each building and provide ongoing professional development program.
2023	Action Plan	2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.
2023	Action Plan	3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.
2023	Action Plan	4. Research ways/opportunities to help transition/introduce new staff into the school and community.
45	**SCS**	**Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc…**
2023	Action Plan	1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeism, tardies, etc…
2023	Action Plan	2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve safety protocols in all buildings.
46	**SCS**	**School Safety Support Programs**
2023	Action Plan	1. Expand parent, student and staff drug education and support for middle and high school students.
2023	Action Plan	2. Work with local law enforcement to increase police presence in and around schools.
2023	Action Plan	3. Host workshops and research SRO, behavior mental health, and social worker programs. (need, pros and cons, program structures, models, funding etc…)
2023	Action Plan	4. Continue Navigate 360 Annual Threat Assessment and Training Workshops.
2023	Action Plan	5. Expand safety program to utilize the updated camera systems to provide education and support for law enforcement and safety protocols.

1. Academic Programs: *Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

Goal: All students meet or exceed state standards in core academic areas.
Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

Target Areas:

Core Academic Programs

1	**ECH**	**Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.**
2022	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2022	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 3 programs in the community
2022	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs in the community
2	**K-8**	**Review student achievement and implementation of the Reading/Language Arts curriculum.**
2022	Action Plan	1. Develop an improvement plan to address gaps or low achievement assessment results
2022	Action Plan	2. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students reading at or above grade level
2022	Action Plan	3. Complete curriculum development plan to ensure alignment of curriculum to new language arts standards.
2022	Action Plan	4. Develop and implement a plan to ensure instruction/instructional materials meet the needs of the foundations of reading at the K-2 level (especially phonemic awareness)
2022	Action Plan	5. Evaluate current curriculum materials to identify needs/gaps with current standards and adopt new materials/supplements where needed.
3	**SCS**	**Monitor and evaluate the K-8 Discovery Education Science Program**
2022	Action Plan	1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E_3) Grant on Science Curriculum and STEM Training
2022	Action Plan	2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.
4	**SCS**	**Research and implement a K-12 Math differentiation and intervention program**
2022	Action Plan	1. Support and implement the Freckle Math K-12 differentiation and intervention program
5	**SCS**	**Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle**
2022	Action Plan	1. Evaluate student performance at the end of the year to determine additional resources, modifications or professional development needs
6	**SCS**	**Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and assessment.**
2022	Action Plan	1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teachers
2022	Action Plan	2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks
2022	Action Plan	3. Continue to offer APL training for new staff and refresher training to returning teachers in the district
2022	Action Plan	4. Identify critical content from the standards through the use of Standards-Based Learning professional development from Learning Sciences International. Develop and implement standards-based learning targets that demonstrate a progression of learning up to and beyond the level of rigor of the standards.
2022	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students

7	**SCHS**	**Review academic options for new arrivals, EL, special needs, at risk students, etc… (Alternative Education Program, Newcomer Program)**
2022	Action Plan	1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newcomer Programs
2022	Action Plan	2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education classrooms and post-secondary education
2022	Action Plan	3. Research and develop a plan to expand K-12 EL professional development in English language instruction
2022	Action Plan	4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)
2022	Action Plan	5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom
2022	Action Plan	6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school students in ELPA 21 levels 1-2
2022	Action Plan	7. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2022	Action Plan	8. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on track for graduation with their peers
2022	Action Plan	9. Review SPED and EL caseloads and program requirements in the district to determine certificated and support staffing needs
8	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness for all students**
2022	Action Plan	1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler Middle School
2022	Action Plan	2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high school students
2022	Action Plan	3. Research and develop a plan to expand courses through CCC for college credit and vocational licensure courses
2022	Action Plan	4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses
2022	Action Plan	5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College
9	**SCS**	**Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.**
2022	Action Plan	1. Create an overall district system that differentiates for specific building needs (MTSS)
2022	Action Plan	2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)
2022	Action Plan	3. Research intervention and enrichment ideas, resources and programs (MTSS)
2022	Action Plan	4. Ensure programing meets the needs of all students (especially SPED and EL students)
2022	Action Plan	5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler

Non-Core Academic Programs

10	**SCS**	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2022	Action Plan	1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators
2022	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for selected K-12 teacher leaders
2022	Action Plan	3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)
2022	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level
2022	Action Plan	5. Research the need and staffing to expand social emotional learning (SEL) options for Preschool, Fisher's, Richland and the Dual Language School at the district office.

11	**SCS**	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.**
2022	Action Plan	1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)
2022	Action Plan	2. Research options to expand strings program.
2022	Action Plan	3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcasting)
2022	Action Plan	4. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ensemble groups)
12	**K-5**	**Continue to expand options for the dual language/bilingual education elementary program**
2022	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling
2022	Action Plan	2. Coordinate staffing, curriculum and textbook selection for the 5th grade expansion
2022	Action Plan	3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 5th Grade Students
2022	Action Plan	4. Participate in ongoing professional development and register NABE 2023 Conference
2022	Action Plan	5. Research pros and cons of expanding dual language to the middle school and high school levels
2022	Action Plan	6. Research K-2 School name for the dual language school at the district office and get approved by the school board.
2022	Action Plan	7. Find ways to involve parents and students of the dual language program within the community.
2022	Action Plan	8. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2022	Action Plan	9. Research the feasibility of having specials at the dual school in the district office building rather than at SES.
13	**7-12**	**Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.**
2022	Action Plan	1. Develop and implement FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, education, etc…
2022	Action Plan	2. Research options to expand 7-12 career exploration and college credit through CCC to promote CTE careers.
2022	Action Plan	3. Continue to expand options for implementing career pathways to ensure students have certification options.
2022	Action Plan	4. Research, plan, update and implement increased CTE opportunities for middle school students
14	**7-12**	**Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)**
2022	Action Plan	1. Conduct a study to determine feasibility and interest in a high school afterschool program
2022	Action Plan	2. Develop a schedule, recruit and hire staff interested in providing programs, classes, or clubs, and enroll students interested in participating in the afterschool program.
15	**7-12**	**Develop and implement a plan to improve students' ability to communicate, demonstrate leadership and act responsibly.**
2022	Action Plan	1. Offer leadership classes at the middle and high school levels utilizing "Leadworthy: The Course" from the Flippen Group (Capturing Kids' Hearts)

Action Plans

1. 2022 (13.2) Piloted Capstone school-to-work courses.
2. 2022 SCS Organized academic workshops in the areas of Math, English Language Arts, Social Stud ies, Career and Technical Education, English Learners, and MTSS for January 2023 PD days
3. 2022 (9.1) Created MTSS Building Team to provide support and direction for intervention programs.
4. 2022 (9.3) Implemented Intervention Friday to align with MTSS goals
5. 2022 (9.3) Implemented MTSS grade-level team meetings once a week on Friday
6. 2022 (7.9) Added .5 EL teacher (transfer from part-time Spanish)
7. 2022 7.3) Teachers completed professional development for multilingual learners on Ellevation
8. 2022 (6.4) Teachers completed professional development for writing rigorous lesson plans from grade-level standards
9. 2022 (7.8) Added an EL Biology section to meet the needs of newcomers with educational gaps
10. 2022 (7.9) Added a math teacher to meet the needs of our students with limited or no formal education.

11. 2022 (6.2) Increased classroom visits for classroom coaching and Priority School feedback
12. 2022 13.2) Added a pathways program for students interested in the education field utilizing a cooperative relationship with Central Community College
13. 2022 13.2 Implemented Capstone class in the construction of CTE Pathways
14. 2022 (14.2) Host CPR Certification for all high school and college ASP staff members.
15. 2022 (14.3) ASP staff attended the CCC Career Fair.
16. 2022 (14.2) Expanded program coordination with addition of ASP Director.
17. 2022 (2.1) Continue the implementation and usage of the Accelerated Reader program to promote independent reading.
18. 2022 (2.4; 2.5) Purchased and implemented Heggerty Phonics in K-2; Sadler grammar and writing in 3-5.
19. 2022 (10.2) Hosted Leadership Blueprint with a District Traction Follow-up
20. 2022 (15.1) Implemented Leadworthy Courses at SMS & SCHS (89 students at SMS and 75 students at SCHS)
21. 2022 (2.3; 6-4) Implemented Standards-Based Planning Workshops
22. 2022 (7.4) Implemented Ellevation Strategies
23. 2022 (9.1) Developed Schuyler MTSS Continuous Improvement Plan
24. 2022 (7.6) ELLevation Math programming available for K-12 students to support strong academic vocabulary - upgraded from just the use in EL classrooms
25. 2022 (10.2) SES and SMS recognized at National Showcase Schools through the CKH TrAction Program.
26. 2022 (12.1) Expanded the Dual Language Program with 2 sections of Kindergarten through Grade 1.
27. 2022 (3.1) Continue EIR Grant and research/implementation of K-12 STEM program.
28. 2022 (3.1) Team to attend the EIR Conference Project Lead the Way (PTW) to expand 9-12 program.
29. 2022 (4.1) Implemented K-12 Freckle Math Intervention Program.
30. 2022 (9.3) Implemented K-12 schedule and systems to support enrichment and intervention through MTSS.
31. 2022 (5.1-5.4) Implemented the K-5 Studies Weekly Social Studies Program.
32. 2022 (7.6) Implemented 9-12 professional development in support of ELLevation in all content areas.
33. 2022 (12.2 and 12.3) Expanded the Dual Language Program to include grade 5.
34. 2022 (12.4) Sent a team of Dual Language educators to the NABE Conference.
35. 2022 (6.1) Updated the new teacher orientation program to include additional support and training.
36. 2022 (9.4) The special education department met their TIPs goal for the 2021-22 school year.
37. 2022 (9.2) Developed and implemented the SES walk to intervention block with scaffolding to other grade levels.
38. 2022 (6.4) Host ESU 7 Math Specialist to review alignment of new 6-12 math standards to classroom resources.
39. 2022 (2.2) Implemented and evaluated the accelerated reading program to promote independent reading.
40. 2022 (10.2) Continue Process Champion leadership teams to support monthly activities with staff and students.
41. 2022 SCHS Showed appropriate gains in priority goals to be removed from priority status
42. 2021 Evaluated the implementation of reading programs.
43. 2021 Continued EIR Grant Partnership for Science/STEM
44. 2021 Provided training to elementary staff for Discovery Ed Science
45. 2021 Implemented Freckle Math K-12 and provided training.
46. 2021 Adopted Studies Weekly for Social Studies; Will provide training in the fall.
47. 2021 Developed a district MtSS team and attended training over the summer.
48. 2021 (7-1) Reorganized Newcomer and EL programming through teacher movement and new hires.
49. 2021 (7-2) Revamped the master schedule to allow for common plans in content areas.
50. 2021 (7-2) Identifying concerns with EL students through the use of MAP, Renaissance, and ELPA data.
51. 2021 (7-2) Met with EL students individually, to set goals and explain ELPA data.
52. 2021 (7-6) Piloting Ellevation math program and professional development for 9-12 teachers.
53. 2021 (7-7) Utilized APEX online programming for students who need to gain additional credit or are in need of credit recovery.
54. 2021 2021 (8-3) Started working with CCC on licensure requirements for additional English and Ag course offerings.
55. 2021 (8-4) Added Mechatronics program under the guidance of CCC.
56. 2021 (8-5) Added General Biology as a dual credit option through Wayne State College.
57. 2021 (11-3) Presented our spring musical for school and community.
58. 2021 (13-4) Added Mechatronics program under the guidance of CCC.
59. 2021 (3-1) STEM Leadership core post training check-ins and monitored implementation at SMS
60. 2021 (6-1) New teacher orientation program re-written and expanded at SMS
61. 2021 (6-3) Re-work SMS Schedule to allow for PLC meetings at both Grade Level and Subject area PLC”s to provide for greater collaboration
62. 2021 (9-1) Implement a shared intervention/enrichment program at SMS for all grade levels based upon STAR Data
63. 2021 (10-2) Implementation of CKH process champions to present at all Staff meeting
64. 2021 (1-1) Meetings have been held with community members about feasibility of daycare.
65. 2021 (1-2) Hosted collaboration meetings with Headstart, Kim Parsons, and CWB.
66. 2021 (1.3) Grant was written and submitted, but not awarded in this round for the 3-year old room.
67. 2021 (2-1) Began full Accelerated Reading (AR) implementation at SES

68. 2021 (2-2) Developed a universal instructional planning guide for K-5 focused on standard-based instruction
69. 2021 (3-1) Continuing with training with ESU 2 and Raymond Central on the EIR EMPOWERGrant and Science Curriculum
70. 2021 (3-2) Continuing to meet with Innovator Coaches for classroom teachers and Administrator Coaching with Albert DuPont
71. 2021 (10-3) Purchased and installed water station fillers at SES.
72. 2021 - Rural schools have created a Process Champion leadership team and are doing monthly activities with staff and students.
73. 2021 – DO DL – We held parent meetings for the 2 new K classes at the district office. All classes are full.
74. 2021 – DL staff attend the virtual NABE conference in the spring.
75. 2021 – All curriculum has been ordered for the 4th grade DL class.
76. 2021 – Rural – Have created an Innovators Leadership Team for Discovery Ed. Staff and Administrator are attending monthly coaching sessions.
77. 2020 Adopted a Discovery Education Social Studies Techbook for EL Social Studies Classes that can be translated into Spanish.
78. 2020 Developed family literacy program so that families would have the ability to help young children in school.
79. 2020 Continued to evaluate the effectiveness of the Wonders Program (no state testing data to help with that this year).
80. 2020 Wrote implementation guidelines and provided four sessions of professional development around the implementation of Accelerated Reader.
81. 2020 Aligned curriculum to new Science Standards. Completed adoption of and held PD on DE Techbook.
82. 2020 EIR Grant: K-8 STEM Innovator team created.
83. 2020 Adopted and trained staff in the use of Freckle Math Intervention through Renaissance
84. 2020 Held meeting in the Spring of 2020 with all K-12 curriculum groups to vertically align curriculum, update, and publish curriculum information.
85. 2020 Re-scheduled SPED and ELL teachers to better allow support for in classroom instruction
86. 2020 Opened the Newcomer Academy in the district office building for HS students working in language acquisition levels 1 and 2.
87. 2020 Adopted APEX at 6-12 level to provide credit recovery, expedited coursework for students behind in credits and tutoring for students who need individual interventions.
88. 2020 In the 2019-20 school year, 90 students completed dual enrollment classes.
89. 2020 New teachers attended a virtual workshop on the Marzano Framework at the beginning of the year.
90. 2020 New teachers attended a Schuyler Instructional Model workshop at the beginning of the year.
91. 2020 APL for new teachers and APL refresher for veteran staff held October 2020.
92. 2020 Capturing Kids Hearts and Process champions workshops held October 2020
93. 2020 Continue work to modify 7-12 band/vocal schedule to incorporate new facilities and programs
94. 2020 Received a grant to hire a part-time community liaison to help grow community partnerships with the afterschool program
95. 2020 Applied for a grant from Beyond School Bells to help offset the increased cost of running the afterschool program due to COVID-19.
96. 2020 All dual language teachers attended NABE 2020 in February.
97. 2020 Dual Language uses Imagine Learning.
98. 2020 Fisher's uses OSMO, Bees, and Dash Robots.
99. 2020 Rural Schools - Training and PLC time with ESU7 looking at MAP data and doing a data dig. Using the information gathered to implement interventions.
100. 2020 Richland - Created a PTO team with teachers & parents to help with financing a new playground.
101. 2020 Rural schools had two successful family nights.
102. 2020 Rural school teachers revised proficiency scales.
103. 2020 Continue to host informational meetings for the Dual Language Program
104. 2020 Continue to purchase curriculum materials for the Dual Language Program
105. 2020 Spanish I offered at SMS and aligned to high school Spanish I course.
106. 2020 Revision grant approved in Fall of 2020.
107. 2020 Developed 4-year plan to improve CTE program.
108. 2020 Remodel kitchen for Culinary Arts program.
109. 2020 Hired certified teacher that is bilingual for EL newcomers 9-12.
110. 2020 Hired 3 new para-educators for Newcomer program.
111. 2020 Newcomer program started at district building with the use of the curriculum "Get Ready" aimed specifically at high school newcomer students.
112. 2020 Implemented APL and Capturing Kids' Hearts strategies in all EL classrooms.
113. 2020 Met as an EL department weekly to identify at-risk students.
114. 2020 Began offering APEX courses to students who are behind on credit due to limited or interrupted education.
115. 2020 Sent staff to National Association of Bilingual Education (NABE) Conference February 2020.
116. 2020 Offer Spanish I simultaneous with newcomer English classes to enhance the development of both languages (proven effective per presentations at NABE).
117. 2020 Professional Development offered to teachers district-wide to train on ELLevation (the EL information system) along with strategies to use in their classrooms to help the students feel comfortable and other tech tools the teachers can use to engage EL students.
118. 2020 Develop and implement a dual language, bilingual education school at Richland Elementary.
119. 2020 Action Plan 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling.

120. 2020 Action Plan 2. Coordinate curriculum, textbook selection, program coordination for the 3rd 4th grade expansion.
121. 2020 Action Plan 3. Registration of Kindergarten through 3rd 4th Grade Students.
122. 2020 Action Plan 4. Register NABE 2020 Conference participants and secure travel, lodging.
123. 2019 College Credit: Increased from 33 students enrolled in 43 classes in 2018 to 61 students enrolled in 77 classes in 2019.
124. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
125. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
126. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
127. 2019 New teachers participated in the ESU 7 Marzano Workshop.
128. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
129. 2019 SES: Conducted several workshops associated with the new reading series.
130. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
131. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
132. 2019 SCHS: State and National Silver and Gold Key Art recipients.
133. 2019 Developed and implemented a common lesson plan format at SCHS.
134. 2019 Professional development on effective English Learner (EL) strategies and programs (Elevation, Language Acquisition)
135. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
136. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
137. 2019 After school program staff attended training in Kearney for programing.
138. 2019 After school has received a grant to help with staffing high school students as helpers, STEM supplies, and staffing to help with community involvement.
139. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
140. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
141. 2019 Expanded one more grade in the bilingual education program (K-2)
142. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
143. 2019 Remodeled Richland Building to accommodate expansion in bilingual program.
144. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
145. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
146. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
147. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
148. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
149. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
150. 2018 Piloted selected reading program to provide evidence of effectiveness.
151. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
152. 2018 Provided initial and ongoing professional development in support of the new reading program.
153. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
154. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
155. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
156. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
157. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
158. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
159. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
160. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
161. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
162. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
163. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
164. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
165. 2018 Researched historical perspective to evaluate priority school designation response.
166. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
167. 2018 Implemented UNL High School classes for at-risk students.
168. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
169. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
170. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
171. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.

172. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.
173. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
174. 2018 Recruited and enrolled teachers to participate in the art grant program.
175. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
176. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
177. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
178. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
179. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
180. 2018 Registered and secured travel, lodging, etc… for 2018 NABE Conf. (4 staff members, 2 community members).
181. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
182. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc…
183. 2018 Hired a bilingual teacher for the dual language program.
184. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
185. 2018 Offered Spanish I at the 8th grade level for high school credit.
186. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
187. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
188. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
189. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
190. 2017 Expanded ELL core academic transition classes from 5 to 12.
191. 2017 Coordinated training for the adoption of new NDE Science Standards
192. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
193. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
194. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
195. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
196. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
197. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
198. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
199. 2017 Hosted APL refresher for all SCS teaching staff.
200. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
201. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
202. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
203. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
204. 2017 SCS: Contract with ESU #7 four days a week for our school psychologist's services and one day a week for resource coach for SPED teachers dealing with "tough situation".
205. 2017 SMS: Special education staff coordinate schedule to ensure SPED students have a para-educator or sped teacher in the core subject classrooms. The SPED teachers and classroom teachers collaborate to make accommodations/modifications along with creating differentiate instruction for their students.
206. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
207. 2017 SCHS: Developing more Project Success classes. During the 2016-2017 school year, 94% of our students enrolled in Project Success earned a PASS status but didn't always earn all possible credits. Our goal is to aim towards more credits earned!
208. 2017 SCHS: Increase the utilization of WAC for SPED students which now has only one coordinator and has 4 periods with a SPED teacher assigned to assist with students success.
209. 2017 SCS: Streamlined the SAT process to improve the implementation so that struggling students will be able to get assistance sooner. SAT coordinators are in place in each building to give guidance in the process.
210. 2017 Preschool, SES, and SMS: Training along with coaching from Amy Mazankowski for the appropriate SPED teachers in the Intensive Verbal Behavior Program. Our Early Learners' paras have also completed Autism training.
211. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
212. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
213. 2017 SCHS: Purchased and implementing a new life skills curriculum.
214. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
215. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
216. 2017 SMS: Music therapy has been implemented into Mrs. Klein's classroom that focuses on eye gaze, voice volume, choice, compliance, sequencing, motor movement, etc.
217. 2017 SMS: This team of SPED teachers and para-educators are work with Amy Mazankowski on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
218. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).

219. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
220. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
221. 2016 Develop and implement an achievement center program to support student achievement.
222. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
223. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
224. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
225. 2016 Host APL Training (4 Days) for all teachers and administrators.
226. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
227. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
228. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
229. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
230. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
231. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
232. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
233. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
234. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
235. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
236. 2015 Established a 21st Century K-8 Afterschool Program.
237. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
238. 2015 January Professional Development Focus: David Weber and VJ Smith.
239. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
240. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
241. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
242. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
243. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
244. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
245. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
246. 2014 Submitted and Awarded a school improvement grant for SMS.
247. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
248. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
249. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
250. 2014 Professional Development Focus: District-wide 3-Day Marzano Training.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas:

Extra-Curricular Activities

16	K-6	**Increase student/parent/community participation in youth athletic and activities programs.**
2022	Action Plan	1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2022	Action Plan	2. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2020	Action Plan	3. Continue to waive the participation fee if the parent volunteers to coach.
2022	Action Plan	4. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2022	Action Plan	5. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.
2022	Action Plan	6. Host parent sign ups and meetings prior to the sport to inform parents of expectations of the program and volunteer to help
2022	Action Plan	7. Promote and provide any updates with any in-season program changes with the use of social media and parent text messages.
17	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2022	Action Plan	1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.
2022	Action Plan	2. Review and update the plan to improve coordination and implementation of 7-12 strength and conditioning programs.
2022	Action Plan	3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title IX compliance.
2022	Action Plan	4. Improve coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school programs.
2020	Action Plan	5. Improve communication through a K-12 system of Social Media, Television, News Releases, Chamber Updates, Schuyler Sun, etc…
2022	Action Plan	6. Develop a list of activities, schedule, and sponsors to promote student participation in intramural activities at the high school level. (Period 9)
2020	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all activities and at all levels.
2022	Action Plan	9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty positions.
2022	Action Plan	10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at ways to provide daycare for these events)
2022	Action Plan	11. Research strength and conditioning opportunities for middle school students and the cost and benefit of adding weight program/equipment at SMS.
2022	Action Plan	12. Investigate and send out a survey to student-athletes to identify barriers to getting students into the weight room during the summer hours.
2022	Action Plan	13. Explore different opportunities to get the youth programs involved at the SMS and SCHS level
2022	Action Plan	14. Research ways to make the weight room more available to student-athletes throughout the school day.
2022	Action Plan	15. Increase recognition of athletes and fine arts participants.
2022	Action Plan	16. Develop and create a social media account that shares information about SCS activities and athletics.
2022	Action Plan	17. Reinstate middle school attendance at high school performances and summer camps (band, speech, play production, etc.)

Action Plans:

1. 2022 SCHS Increased Booster Club presence at events such as open house, home activities, etc.
2. 2022 SCHS Reviewed and updated athletic uniforms and equipment rotation.
3. 2022 SCHS Installed new Huddle camera and system in gymnasium and football field.
4. 2022 Student activity passes sold to all 6-12 students at the beginning of the year.
5. 2022 Activity fair hosted at jump-up day for 8th grade students.
6. 2022 Youth Sports table is set up at open house and parent teacher conferences to promote youth sports and encourage participation.
7. 2022 SES hosts seasonal Youth Sport pep rallies and invites other program representatives from the district to celebrate and promote involvement in school activities.
8. 2022 Hired a new strength and conditioning teacher/coach
9. 2022 Used a grant to support summer weights teacher pay.
10. 2022 Implemented CKH Leadworthy Classes to build leaders in our schools and programs at SCHS and SMS.
11. 2022 MS 8th Grade students attended the One-Act Performance to promote interest in Fine-Arts Activities.
12. 2022 MS Volleyball team attended Summer League at Columbus YMCA.
13. 2022 MS Volleyball attended an individual at Lakeview run by outside college teams.
14. 2022 MS Football team updated team jersey's for the 2022 school year.
15. 2022 MS Volleyball had open gyms for athletes to attend all summer long.
16. 2022 MS Volleyball ran a club through the After-School Program to get 6th grade students volleyball experience.
17. 2022 Implemented "Workout Wednesdays" at SMS utilizing strength training and agility training.
18. 2022 Investigating a new scoreboard system to be used at SMS.
19. 2022 (17.4) Coordinated with CCC to host a 3-12 summer basketball camp.
20. 2022 (17.3) Expanded SCHS Cheer and Dance Programs.
21. 2022 (17.2) Expanded the summer weights program, hired a new coordinator, added SMS summer weights program.
22. 2022 (17.9) Worked with coaches on 2022-23 coaching assignments.
23. 2022 (17.10) NSPA Article highlighting SCHS fine arts programs.
24. 2022 (17.10) Promoted school activities in the Schuyler Sun.
25. 2022 (11.4) Hosted the 5-12 Band Fest and 6-12 Choir Fest.
26. 2022 (17.15) Expanded the number of students recognized in the fine arts student of the month.
27. 2022 (17.12) Conducted a survey to identify barriers to students participation in the 6-12 weight program.
28. 2022 (17.12) Used survey data to determine summer weight program schedule.
29. 2022 (17.16) Developed twitter account for SCS activities.
30. 2021 (15-1) Coordinated a session during October PD week for coaches and PE teachers to align priority standards and to promote skill development in the PE classroom
31. 2021 (15-2) Hosted a Youth Sports booth during Open House and Parent-Teacher Conferences in order to promote parent volunteer coaches (2)
32. 2021 (15-3) A live Youth Sports Calendar is posted on the Youth Sports page that outlines sports season, sign-up windows, and practices
33. 2021 (15-4) Continued to hire Head Coaches to recruit other coaches to develop the Youth Sports program
34. 2021 (15-5) Coaches continue to focus on fundamentals appropriate for the age level
35. 2021 (15-6) Youth Sports will begin to use the Activity Building for storage purposes starting October 2021
36. 2021 (15-7) Participation fee is waived for parents who volunteer to coach
37. 2021 (15-8) Continue to provide volunteer coaches with an Activity Pass to use the field house and attend SMS/SCHS activities.
38. 2021 (15-9) The Youth Sports Director coordinated with SCHS AD and coaches a Youth Sport appreciation event at the last home games for their respected sport
39. 2021 (16-5) Utilized Thrillshare to post updates at sporting events to all school social media accounts.
40. 2021 15-9 - Having Youth and Middle School Recognitions at SCHS sporting events for each season.
41. 2021 16-3 - Increased the number of athletes out for school activities 366 involved in athletics last school year and already at 153 in one season this year.
42. 2021 16-4 - SMS students involved in Volleyball, Basketball, and Football camps this past summer.
43. 2021 16-5 - Share information out on Thrillshare, Twitter, sign, and via TV's at SCHS, SMS, and Cargill.
44. 2021 16-7 - Gathered sources from other schools to revise and update our evaluation process of coaches.
45. 2020 Added three 9th grade games to the football schedule for the 2020 season.
46. 2020 Added two 9th grade football coaches.
47. 2020 Hired an additional physical education teacher/coach for the high school female classes/activities.
48. 2020 Petitioned NSAA to play in C1 division for Varsity FB for the 2020 and 2021 seasons.
49. 2020 Added additional gym, two locker rooms, wrestling room, PE/health classroom, athletic training room

50. 2020 Received a $50,000 donation to renovate the high school weight room.
51. 2020 Renovated the east gym to create the high school Performing Arts Auditorium.
52. 2020 Renovated FB/SOC concessions, field entrance, and north stadium fence.
53. 2020 Improved high school facilities (gyms, auditorium, Concessions) to allow us to host more Conference and District Events
54. 2020 Created a more detailed set of benchmarks to evaluate improvement in individual sports
55. 2020 Developed and implemented a junior high strength and conditioning program.
56. 2020 After-School Program coordination with Youth Sports to support the youth athletic program.
57. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
58. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
59. 2019 Hired new varsity football coach.
60. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
61. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
62. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
63. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
64. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
65. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
66. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
67. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).
68. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
69. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
70. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
71. 2017 Recipient of the Nebraskans for the Arts State Award.
72. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
73. 2017 Began mandatory weight training for all sports a minimum of two times a week.
74. 2017 In April we provided APL training for all coaches and sponsors.
75. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
76. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
77. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
78. 2017 Each sport completes at least one community service project during their season to connect with the community.
79. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
80. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
81. 2017 SMS coaches and MS AD have coached multiple sport teams organized by the SCS youth sports director including basketball, flag football, and youth wrestling.
82. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
83. 2017 Scrimmages were made available to JH girls volleyball and girls basketball scrimmages for E and F teams. Games have been added to both middle school basketball and volleyball seasons.
84. 2017 SMS AD and SCS youth sports director have worked together to promote activities and use SMS, SES, and the SCS Field House for youth programs.
85. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
86. 2017 End of season meetings with MS Head Coaches have been implemented.
87. 2017 SMS AD and Warrior Academy program directors have coordinated with SCS youth sports director coordinate coaches, facilities and equipment for after school program athletic clubs.
88. 2017 Added Youth Volleyball Program 3-6.
89. 2017 Worked with new community program to continue 3-6 tackle football.
90. 2017 Increased student participation numbers for all youth activities.
91. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
92. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
93. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
94. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
95. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
96. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
97. 2016 Expand marching band program to include 8th grade students.
98. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
99. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
100. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.

101. 2015 Promoted business sponsorships of home football games to increase attendance.
102. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
103. 2015 Hire a K-8 youth programs director for school/community activities.
104. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
105. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
106. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
107. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
108. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
109. 2014 Conducted parent focus groups to improve parent involvement.
110. 2014 Host annual meetings with parent core group to develop PTA at SES.
111. 2014 Host Community Cafe at SES (Parent driven group looking at ways they can be more involved in the school setting)

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas

Technology

18	**SCS**	**Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV & Apple TV**
2022	Action Plan	1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.
2022	Action Plan	2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless connectivity.
2022	Action Plan	3. Continue to support staff & students on how to use teacher and/or student iPads with TV's for interactive lessons
2022	Action Plan	4. Research options for secondary teaching device as budget won't allow for two primary teaching devices
19	**K-5**	**Encourage, train, and support teachers on how to use Apple Classroom to assist with classroom management**
2022	Action Plan	1. Promote the use of the Apple Classroom app to assist teachers with monitoring, managing, and guiding student iPads in their classrooms
20	**SCS**	**Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)**
2022	Action Plan	1. Consider low cost solutions for families with no access to high speed Internet in their homes. i.e. Verizon Jetpack
21	**K-8**	**Research, adopt, and implement a STEM/STEAM Program K-8**
2020	Action Plan	1. Update Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cricket, Apple Swift, etc.
22	**SCS**	**Host 2022 Technology Fair for Schuyler and Area Schools.**
2022	Action Plan	1. Develop the schedule and agenda for the 2022 Schuyler Tech Fair….1/2 day (9-12) students.
2022	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2022 Schuyler Tech Fair and fall professional development workshops.
2022	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2022	Action Plan	4. Secure contracts with selected speaker/presenters for the 2022 Schuyler Tech Fair.
23	**SCS**	**Adopt, train, and implement system-wide technology solutions**
2022	Action Plan	1. Continue to grow and improve our Apptegy website templates & mobile app.
2022	Action Plan	2. Continue using ThoughtExchange to build trust, open communication and engage staff, students, parents, community patrons.
2022	Action Plan	3. Expand and update the district report card on a regular basis using the ECRA Group Dashboard (ECRISS) to inform staff, board, parents, and community.
2022	Action Plan	4. Continue using Schoolzilla to align data and communication, define school quality, and evaluate school improvement progress.
2022	Action Plan	5. Offer training and support to building staff who are responsible for entering building specific events in building website calendar.
24	**SCS**	**Marketing plan to partner with local businesses & organizations**
2022	Action Plan	1. Continue to update the SCS websites & school app to promote our school and improve internal and external communication.
2022	Action Plan	2. Use our resources (DOB digital sign, websites, mass notification system, mobile app, social media) to promote area events.
2022	Action Plan	3. Contact sponsors/local businesses to sell advertising on our Scorevision displays in West Gym at SCHS.

Action Plans

1. 2022 Replaced all SectorNow Skykit media players across the district with new ones
2. 2022 Added nine more TV's and media players using OptiSigns software to all seven buildings
3. 2022 Installed HUDL permanent camera above football press box
4. 2022 Renewed Gimkit licenses
5. 2022 Planned, organized, and recruited 35+ vendors & presenters for the 2022 October 17th Tech/Career Fair
6. 2022 Secured Tony Vincent as the keynote for students and staff on Oct. 17th Tech/Career Fair
7. 2022 Thoughtexchanges for district staff and parents
8. 2022 Purchased Apptegy's new messenger service named ROOMS
9. 2022 Provided SCS mobile app promotional materials to all buildings in effort to encourage all parents to download our app
10. 2022 Purchased new 9th gen iPads for incoming 3rd, 6th, & 9th grade students
11. 2022 Removed iPad Pro student iPads from fleet and prepared them to be sold
12. 2022 Repurposed 21-22 5th, 8th, & 12th grade iPads to be rolled down to KG-2nd grades
13. 2022 Setup KG-2nd grade iPad charging carts
14. 2022 Purchased quality headphones for state testing
15. 2022 Purchased mass quantities of earbuds for general use for all grade levels
16. 2022 Continue to sync live data in Infinite Campus to Edfi NDE servers for mandated state reporting
17. 2022 Removed and replaced 45 promethean boards with 70" flat screen TV's
18. 2022 Installed new Apple TV's with each new 70" flat screen TV
19. 2022 Installed TV's on carts in locations where wall mount was not possible
20. 2022 Replaced 35 staff laptops with new MacBook Air M1 chip laptops
21. 2022 Replaced 25 staff laptops with new iPad Pro 12.9" bundle (Apple Pencil, Trackpad Brydge keyboard, & adapter)
22. 2022 Repurposed four-year old staff laptops as loaner laptops, timeclock laptops, and/or security camera laptops
23. 2022 Replaced copier at SES, SMS, and DOB
24. 2022 Added a color copier to Dual Language
25. 2022 Switched content filter vendor from Lightspeed to Linewize
26. 2022 Hired Clarkson TV to dismantle and remove 50' antenna tower at Fishers
27. 2022 Replaced old Apple caching servers with new Mac Mini's
28. 2022 Installed PoE switch at new maintenance shop at SCHS to provide wifi there (formerly the activities building)
29. 2022 For network security purposes, started the process of programming our network with multiple VLANS for all network devices including HVAC, security cameras, access points, servers, staff laptops/iPads, student iPads, plus many more
30. 2022 Replaced tuff switch and also upgraded Preschool bridge antenna on grain elevator
31. 2022 Replaced Preschool antenna on roof with new upgraded antenna to match the new bridge on grain elevator
32. 2022 Purchased Verizon Jetpack and monthly data plan to be utilized by students/families in need of internet at home
33. 2022 Created a scorevision community sponsor program.
34. 2022 Implemented E-Hall Pass system at SMS and SCHS.
35. 2022 Staff attended the 2022 NETA Conference.
36. 2022 Expanded Apptegy App to include "Rooms" to promote a safe environment for staff, student, parent communication.
37. 2022 Expanded implementation of ThoughtExchange to promote staff, parent, student input.
38. 2022 (24.2) Increase the use of social media mass notification system and mobile app.`
39. 2021 Provided content to SectorNow, media player & touch TV vendor, to update all touch screen displays in district
40. 2021 Replaced/upgraded computers on two media player TV's in commons areas at SCHS
41. 2021 Installed TV's in weight room at SCHS
42. 2021 Installed three STRIV wall mount permanent cameras in West gym at SCHS
43. 2021 Installed a STRIV camera behind each of the two main basketball backboards in West gym at SCHS
44. 2021 Installed one STRIV wall mount camera in East gym at SCHS
45. 2021 Purchased STRIV multi-camera controller, video instant replay box, video switcher, & 24" monitor
46. 2021 Renewed district GimKit licenses
47. 2021 Subscribed to SCHED to organize October staff professional development
48. 2021 IT and curriculum staff recruited presenters for October staff PD
49. 2021 IT staff presented several sessions at October staff PD days
50. 2021 Replaced old NVR at Bus Barn with new Ubiquity NVR

51. 2021 ThoughtExchanges for district and individual buildings
52. 2021 Refreshed incoming 6th and 9th grade iPads with 8 Gen iPads
53. 2021 20-1 Developed program to send I-pads home for all students at SM
54. 2021 KG-12th grade 1:1 – purchased iPads for incoming 3rd & 4th grades with 8 Gen iPads.
55. 2021 KG-12th grade 1:1 - repurposed 8th and 12th grade ipads for KG, 1st, 2nd, & 5th grade elementary students at SES, Fishers, & Richland
56. 2021 KG-12th grade 1:1 – setup iPad charging carts for KG-2nd grade classrooms at SES
57. 2021 KG-12th grade 1:1 – setup iPad counter top charging stations for 3-5 grade classrooms at SES, Richland, and Fishers
58. 2021 Upgraded the memory in the AutoCad lab at high school
59. 2021 Provided sets of wired iPad keyboards to all buildings to be available for checkout
60. 2021 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
61. 2021 SmartFind sub programming and training of new hires
62. 2021 Replaced 50 promethean boards/projectors with 70" LED 4K TV's
63. 2021 Installed Apple TV's with each new 70" TV
64. 2021 Replaced 25 Teacher laptops with iPad Pro 12.9" bundle (Apple Pencil, Apple Folio keyboard, & adapter)
65. 2021 Replaced 25 Teacher laptops with new MacBook Pro laptop
66. 2021 Repurposed 40 four-year old teacher laptops in various locations in the district
67. 2021 Upgraded Adobe software for broadcasting students at SCHS & SMS
68. 2021 Purchased Adobe Creative Suite licenses for all certified staff across the district
69. 2021 Developed the schedule, agenda, and secured vendors for the Schuyler Tech Fair.
70. 2021 Advertised and recruited 30 local businesses, vendors, and college/military reps to attend the student Tech Fair
71. 2021 Secured and contracted Brad Waid as the featured keynote speaker for Schuyler Tech Fair.
72. 2021 Replaced at least one copier at SMS, SES, Richland, Preschool, and District Office Building
73. 2020 Refreshed incoming 6 th and 9th grade iPads with 7 Gen ipads
74. 2020 Repurposed 8 th and 12th grade ipads to shared carts at KG-5 buildings
75. 2020 Replaced one or more copiers at SMS, SES, & Fishers
76. 2020 Replaced 25 promethean boards/projectors with 70" LED 4k TV's
77. 2020 Installed new Apple TV's for every TV installed – allows wireless mirroring of all Apple devices
78. 2020 Refreshed 35 staff laptops with new laptops or iPad Pro 12.9"
79. 2020 Repurposed the 4 year old laptops for remote learning, etc..
80. 2020 Deployed new Apptegy websites for district and buildings
81. 2020 Deployed new SCS Mobile App (Apptegy)
82. 2020 Deployed new mass notification system (Apptegy)
83. 2020 Used apptegy/thrillshare to get mass notifications out to the community involving COVID and alerts from CHI
84. 2020 Programmed the new IR cameras for every building and provided training to paras, admin assistants, & administrators
85. 2020 Integrated Infinite Campus gradebook with Google Classroom
86. 2020 Installed network connectivity in new constructon at SCHS – Kitchen, Commons, & gym
87. 2020 Scorevision – training and programming of new video display boards installed in new gym
88. 2020 Installed two new high def projectors in new gym for graduation and other similar events
89. 2020 Installed new Point of Sale touch screen terminals at SCHS new cafeteria
90. 2020 Installed and programmed new 2D barcode scanners at SCHS and SMS
91. 2020 Installed and programmed new digital sign at District Office Building
92. 2020 Received training on new sound system in new gym at SCHS
93. 2020 Installed new large screen and projector at DOB training room (chapel)
94. 2020 Installed new touch screen TV in east commons area and also in new west commons area at SCHS
95. 2020 Programmed both touch screen TV's at SCHS to display digital Class composite pictures of all classes dating back many years to present
96. 2020 Installed new media player TV's in new commons area, new health classroom, new wrestling practice room, and weight room
97. 2020 Installed failover server at SES where if primary server at SCHS fails or disaster occurs at high school, server at SES is exact replica and takes over
98. 2020 Installed touch screen kiosk at SES
99. 2020 IT Department staff collaborated with Curriculum Dept. staff to implement PD Week (Oct. 19-23)
100. 2020 Implemented SCHED to organize and track PD Week sessions
101. 2020 IT Department staff presented several sessions at PD Week
102. 2020 Implemented the new SpeakUp for Safety program

103. 2020 Installed fiber network connectivity to District Office Building, Fishers, and Richland
104. 2020 Increased bandwidth from 400Mb to 1Gb (2.5 x more bandwidth)
105. 2020 Provided training for remote learning (Zoom and Google Meet)
106. 2020 Piloting Infinite Campus Work Flow attendance – Students are considered absent in IC until their barcode is scanned in each of their classes
107. 2020 Per Colfax County Deputy Emergency Manager's requests we sent numerous COVID safety reminders via mass notification system
108. 2020 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
109. 2020 SmartFind sub programming and training of new hires
110. 2020 Thoughtexchanges for district and individual buildings
111. 2019 Replaced SCHS copiers
112. 2019 Replaced 30 projectors
113. 2019 500 tech-its from January 2019 - October 2019
114. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
115. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc…
116. 2019 Purchased and implemented ClassLink (SSO); Navigate Prepared (School Safety); OneSync (server automatically sets up A.D. and google email accounts); Sophos (anti-virus); Turnitin (SCHS); Relay (new cloud-based filter server)
117. 2019 Refreshed incoming 6th and 9th grade iPads
118. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
119. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
120. 2019 Refreshed SCHS Business Cart & repurposed old ones
121. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
122. 2019 Addressed/coordinated Apple recall of 40 laptops
123. 2019 Moved/converted fixed physical servers to virtual servers
124. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
125. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
126. 2019 Infinite Campus daily syncing/troubleshooting of instructional data for Destiny, ellevation, MyOn, Pearson, Renaissance, Navigate, Classlink, Apple classroom, Relay filtering server, SCS mobile app, & rSchool calendar
127. 2019 SES Stem Lab
128. 2019 Provided tech support for bond issue
129. 2019 Work with thoughtexchange, high school students, staff exchanges
130. 2019 Added projectors and computers/ipads to Richland and Fishers
131. 2019 Fixed and setup sound/microphone system at Richland and Fishers
132. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
133. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
134. 2019 Created 250+Infinite Campus (IC) parent portal accounts
135. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
136. 2019 Added battery backups to each mini wiring closet (20+)
137. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
138. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
139. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
140. 2019 Moved and updated ipad and laptop carts to SMS for summer school classes
141. 2018 Updated all the flat screen media players to the "cloud" system.
142. 2018 Installed Internet access at the bus barn.
143. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
144. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
145. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
146. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
147. 2018 Secured funding and installed a broadcasting studio at SCHS.
148. 2018 Developed and adopted a broadcasting program at SCHS.
149. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
150. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
151. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
152. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.

153. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
154. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
155. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
156. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
157. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
158. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
159. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
160. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
161. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
162. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
163. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
164. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
165. 2017 SMS replaced the intercom/paging system.
166. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
167. 2017 Launch new App to connect parents/community to school.
168. 2017 Increase use of social media through new SCS website and app.
169. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
170. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
171. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
172. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
173. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
174. 2015 Received e-rate support to upgrade WIFI (wiring, access points, new AP's, new switches) $100,000 investment.
    SES: Completed Preschool: Completed Alternative Ed: Completed
    SMS: Completed SCHS: Completed Richland/Fishers: Completed
175. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
176. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
177. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
178. 2015 Participated in planning sessions for Schuyler Media Network.
179. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
180. 2015 Replaced 40 teacher laptops across the district.
181. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
182. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
183. 2015 SES: All teachers received new iPads. 50 MBP laptops replaced two netbook carts, new copiers, 3 carts (75 iPads) rolled down from SCHS and SMS students.
184. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
185. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
186. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
187. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
188. 2015 Develop a replacement cycle for technology hardware and software programs.
189. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
190. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
191. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
192. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
193. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
194. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
195. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
196. 2014 Support staff professional development program using the portal and EMC videos.
197. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
198. 2014 Relocated technology department to SMS east wing to improve coordination of services
199. 2014 Expanded tech team from a 2-person department to a 5-person department.
200. 2014 Developed and implemented a filemaker database to track and communicate technology maintenance and repairs.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

Goal: Safe and efficient transportation system.
Target Areas:

Transportation

25	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2022	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
2022	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
26	**SCS**	**Conduct a study of transportation costs and reimbursements to determine the most efficient**
2022	Action Plan	1. Conduct a feasibility study to determine costs, budget impact and benefit of building vs. renting bus garage.
2022	Action Plan	2. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the 2022-3 school year.
27	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2022	Action Plan	1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.
2022	Action Plan	2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.
2022	Action Plan	3. Research feasibility and need to provide morning and afternoon bus service to students attending the Fishers.
2022	Action Plan	4. Research feasibility of contracting a coach bus service for large group activity trips to reduce the number of buses and drivers needed.
2022	Action Plan	5. Continue to review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for 2022-22 school year.

Action Plans

1. 2022 (25.2) Equipment replacement cycle replacement: Total Investment: $40,381. (See Filemaker Portal for details)
    a. Building and Grounds: Athletic field paint sprayer, softball field drag
    b. House Keeping: SMS washing machine, Riding scrubber, leaf blower
    c. Lawn Care: Leaf blower, fertilizer spreader, backpack sprayer
    d. Maintenance: Leaf blower, high pressure power washer, air compressor
2. 2022 (27.1) Conducted comparability study and updated the salary schedule to reflect increased pay for bus route and activity drivers.
3. 2022 (27.5) Continued with transportation program with Lonnie's Trailer Court families
4. 2022 (27.2) Continue neighborhood bus routes to assist families with transportation needs and flow of traffic at SES.
5. 2022 (27.2) Continue AM/PM bus service SES to Richland Dual Language Program Students.
6. 2022 (27.2) Expanded bus service to facilitate K-1 Dual Language Program and Afterschool program transportation needs.
7. 2022 (25.1) Purchased a used 2015 Ford Pickup for the grounds/maintenance department (See Filemaker Portal for details)
8. 2022 (26.1) Completed feasibility review of bus barn rental for storage of supplies, buses, etc…
    a. Estimate $111-$150 per sq. ft. (65X104) ($750,000 to $1,000,000)
    b. Current rental fee is a 31-41 year payback without maintenance costs.
    c. Current estimate from a construction company on Gretna Public Schools Bus Barn.
9. 2021 (24.1) Purchased a new 2021 Lunch Van (received $35,000.00 grant - vehicle replacement plan)
10. 2021 (24.2) Purchased a new air compressor for the buildings and grounds department (equipment replacement plan)
11. 2021 (24.2) Purchased a new Hiniker 8' snow plow for the buildings and grounds department (equipment replacement plan)
12. 2021 (24.2) Purchased a new push mower for the buildings and grounds department (equipment replacement plan)
13. 2021 (24.2) Purchased a new snow blower for the buildings and grounds department (equipment replacement plan)
14. 2021 (24.2) Purchased a new leaf blower for the buildings and grounds department (equipment replacement plan)
15. 2021 (24.2) Purchased a new fertilizer tow spreader for the buildings and grounds department (equipment replacement plan)
16. 2021 – Richland – busing program continues to bus students to and from Richland School.
17. 2021 – District Office DL – started busing students before and after school at the new building.
18. 2020 Reviewed area school bus driver/route pay. (conducted study of support staff salary comparison for 2020-21)
19. 2020 Replaced the transportation department's 64 passenger bus.

20. 2020 Purchased 2020 Bluebird 71 passenger bus (received $42,000 grant)
21. 2020 Purchased a new mower and sweeper for the buildings and grounds department (equipment replacement plan)
22. 2020 Purchased a new Echo weed eater for the buildings and grounds department (equipment replacement plan)
23. 2020 Purchased a new wet and dry vacuum for housekeeping department (equipment replacement plan)
24. 2020 Purchased a new Advance rider scrubber for housekeeping department (equipment replacement plan)
25. 2020 Purchased a new flatbed trailer for our scissor lift for the maintenance dept (equipment replacement plan)
26. 2019 Replaced Maintenance Van – (SMS)
27. 2019 Purchased a SUV Ford Edge (2017)
28. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
29. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
30. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan)
31. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
32. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
33. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
34. 2018 Coordinated and updated the vehicle replacement plan.
35. 2018 Developed and implemented an equipment replacement plan.
36. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
37. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
38. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
39. 2018 Purchased 71 passenger bus (2015)
40. 2018 Replaced the maintenance department's SES 2013 pickup.
41. 2018 Replaced the maintenance department's gator
42. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
43. 2017 Developed a large equipment database with a replacement schedule.
44. 2017 Before and after school busing to Richland Elementary.
45. 2017 Lease a new bus barn (8 buses)
46. 2017 Cleaned our old bus barn and held an auction.
47. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
48. 2017 Purchased 2013 International Bus (71 Passenger #71A)
49. 2017 Purchased 2016 Ford Taurus (Silver 51)
50. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
51. 2017 A parking map was created for SMS and mailed home to parents
52. 2017 Signage was purchased for SMS parking lots.
53. 2017 Sidewalk added for safe route to SES.
54. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
55. 2016 Purchased a 2016 Ford Taurus. (Car 49)
56. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
57. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
58. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
59. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
60. 2015 Purchased a 2016 Blue Bird Bus. (77A)
61. 2015 Develop transportation management and request system on the portal.
62. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
63. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
64. 2014 Purchased a 2014 Ford Taurus. (Car 17)
65. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
66. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
67. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
68. 2014 City of Schuyler provided crossing guard at SMS.
69. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
70. 2014 Changed K-5 building before and after school pickup traffic routes at SES.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

Goal: Secure, quality, modern educational facilities.
Target Areas:

Buildings and Grounds

28	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2022	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2022	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
2022	Action Plan	3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district buildings.
29	**SCHS**	**Phase V: High School Facility**
2022	Action Plan	1. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the auditorium.
2022	Action Plan	2. Complete ESSER II Project to replace classroom windows 1953 building addition.
2022	Action Plan	3. Continue plan for the remodel of the 1953 building (North wing carpet/paint, lighting, in hallway and classrooms).
2022	Action Plan	4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoining hallway.
2022	Action Plan	5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sites.
2022	Action Plan	6. Develop a plan with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, bleachers, and concessions area)
2022	Action Plan	7. Develop a plan for the intro to construction class to build a maintenance garage adjacent to the old concession stand at the athletic complex.
2022	Action Plan	8. Develop a plan and funding for paint/banners/etc… in the west gymnasium.
30	**SMS**	**Middle School Facility**
2022	Action Plan	1. Complete ESSER II Project to replace classroom windows on the north side of the 6th grade classroom wing
31	**SCS**	**District Office, Dual Language, Early Childhood Day Care and Preschool**
2022	Action Plan	1. Submit a Sixpence Grant for birth to 3 services.
2022	Action Plan	2. Complete Phase. I ESSER III Renovation Project: Four (Kindergarten and 1st Grade) Classrooms in the east wing.
2022	Action Plan	3. Complete Phase II ESSER III Renovation Project: Two (2ndnd Grade) Classrooms in the north wing.
2022	Action Plan	4. Develop specifications for district-wide telephone and security camera upgrades through ESSER III Program.
32	**K-8**	**Rural School Facilities**
2022	Action Plan	1. Review priorities and timeline for Fishers building maintenance and improvements.
2022	Action Plan	2. Research options for funding to improve rural school playgrounds.
2022	Action Plan	3. Continue to research options for stabilizing Fishers enrollment, programs and facility use.

Action Plans

1. 2022 District Office: Tuckpoint exterior of the building
2. 2022 District Office: Phase II (2nd Grade Dual Language Classrooms)
3. 2022 SMS: Tuckpoint north side of the middle school building
4. 2022 Richland: Paint and carpet two Dual Language classrooms at Richland
5. 2022 Richland: Replaced emergency lighting in the gym and hallway
6. 2022 School House: Replace windows in the school rental house
7. 2022 SCHS: Replaced ceiling in the Science Room (fire code)
8. 2022 SCHS: Replaced faucets/plumbing in science room (utilities code)
9. 2022 SCHS: Updated lighting, painting, carpets in 7 classrooms and nurses office.
10. 2022 SCHS: Updated north mens' bathrooms (replaced ceiling tiles, bathroom fixtures, painted)
11. 2022 SCHS: Updated north womens' bathrooms (replaced ceiling tiles, bathroom fixtures, painted)
12. 2022 ECH: Expanded Sixpence program and funding for birth to 3 services.
13. 2022 SES: Replaced HVAC rooftop unit
14. 2021 SCHS: Renovated Family & Consumer Science classroom into a new SPED Room
15. 2021 SCHS: Replaced lighting in rooms 26, 28 & 30
16. 2021 SCHS: Renovated library hallway
17. 2021 SCHS: Renovated main hallway
18. 2021 SCHS: Concrete sidewalk & landing pad for the overhead doors on South & West side of concession building
19. 2021 SCHS: Replaced windows (1953 addition - Esser Fund Grant)
20. 2021 SCHS: Resurface running track (received grant money for the rubber mulch)
21. 2021 SCHS: Replaced roof on the area of the Green room and Library hallway
22. 2021 SCHS: Replaced Outside cameras
23. 2021 SCHS: Installed steel shelving in Activity Building Storage
24. 2021 SCHS: Installed lights in Activity Building Storage
25. 2021 SCHS: Installed steel shelving (Changing room for One Act)
26. 2021 SCHS: Installed steel shelving for Band Uniforms
27. 2021 SCHS: Replaced Ice Machine (East Gym)
28. 2021 SCHS: Replaced Ice Machine (Activity Building)
29. 2021 SCHS: Replaced toilets North Men's Restroom
30. 2021 SCHS: Updated Navigate 360 for our New Addition (Emergency Plan)
31. 2021 SMS: Replaced Outside door video camera
32. 2021 SMS: Replaced roof valleys
33. 2021 SMS: Replaced North windows (6th grade wing- Esser Fund Grant)
34. 2021 SMS: Replaced lighting (Field House)
35. 2021 SMS: Concrete pad by kitchen
36. 2021 SMS: Replaced 2 roof top units
37. 2021 SES: Installed a water filtering system
38. 2021 SES: Replaced Outside door video security camera
39. 2021 SES: Replaced damage sewer line
40. 2021 SES: Graded and white rock East side of road
41. 2021 FISHERS: Replaced outdated cameras
42. 2021 FISHERS: Added rubber mulch
43. 2021 FISHERS: Replaced North West door
44. 2021 FISHERS: Painted classroom
45. 2021 RICHLAND: Replaced outdated cameras
46. 2021 SCHS: Submitted ESSER'S III for replacement of HVAC in 1953 addition, science/math wing, ITE, and East Gym.
47. 2021 District Office: Installed playground for Dual Language Program
48. 2021 District Office: Hired an architect/engineer/survey to plan for K-2 classroom renovation and main entrance drop-off area.
49. 2021 District Office DL – Construction will begin in the winter creating new classrooms in the District office.
50. 2021 District Office: Installed a roof top unit
51. 2021 District Office: Updated Navigate 360 (Emergency Plan)

52. 2021 District Office: Installed Underground Sprinklers
53. 2020 SES: Installed ceramic tile around sink area in kitchen.
54. 2020 SES: Graded and white rock East side of road.
55. 2020 SES: Painted outside traffic post.
56. 2020 SMS: Sold special education portable building.
57. 2020 SMS: Graded and gravel East parking lot.
58. 2020 SMS: Installed new floor tiles in Science room at the middle school.
59. 2020 SMS: Installed new rooftop unit.
60. 2020 SMS: Installed 2 new hot water heaters.
61. 2020 SCHS: Build a new outside ticket building for activities.
62. 2020 SCHS: Build new concession/storage building in back of activity center.
63. 2020 SCHS: Installed new siding on activity center.
64. 2020 SCHS: East Gym painted walls
65. 2020 SCHS: East gym weight room sheet rocked and painted South wall.
66. 2020 SCHS: East gym weight room puts turf down the middle of floor.
67. 2020 SCHS: East gym sanded and painted floor.
68. 2020 SCHS: Installed new bleachers and door locks
69. 2020 SCHS: **Bond Issue:** new addition kitchen, cafeteria, rest rooms, storage room locker rooms, health classroom multi-purpose room, training room, West gym, fine art center, green room, culinary classroom. Doors, locks, rest rooms and upgrade the fire panel to meet fire code and ADA compliant in 1953 addition. Paved concrete parking lot, light poles, lights, handicap accessible parking and underground sprinklers.
70. 2020 See detailed building and grounds information on the district FM Portal.
71. 2020 Newcomer program hosted in Chapel and Cafeteria of district building
72. 2020 Projector screen and SMART projector placed in Chapel for EL Newcomer program and professional development.
73. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
74. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.
75. 2019 Richland: Remodeled 4 classrooms for Dual Language Program.
76. 2019 Fishers: Painted ceiling in the basement.
77. 2019: Fishers: Installed cabinets for the science lab.
78. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
79. 2019 Preschool: Replaced roof on the basement attachment.
80. 2019 Preschool: Installed mirrors in restrooms.
81. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
82. 2019 SES: Installed new ventilation system in the kitchen.
83. 2019 SES: Replaced west entrance concrete.
84. 2019 SES: Repaired floor and painted court lines on gymnasiums.
85. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
86. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
87. 2019 SMS: Constructed a new guidance office.
88. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
89. 2019 SCHS: Replaced carpet in two business classrooms.
90. 2019 SCHS: Replaced lighting in industrial technology lab.
91. 2019 SCHS: Painted science room.
92. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).
93. 2019 SES: Purchased a new high-speed buffer and carpet extractor.
94. 2018 Replaced the well at Fisher's Elementary School.
95. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
96. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
97. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
98. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
99. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...

100. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
101. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
102. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
103. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
104. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
105. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
106. 2018 SCHS: Remodeled south hallway restrooms.
107. 2018 SCHS: Remodeled faculty workroom and restrooms.
108. 2018 SCHS: Replaced hallway speakers
109. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
110. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
111. 2018 SES: Completed the southwest sidewalk on Chicago street.
112. 2018 Preschool: Replaced the roof.
113. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
114. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
115. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
116. 2018 Richland: Painted main hallway
117. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
118. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
119. 2017 Sold and removed portable classroom buildings at SCHS
120. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
121. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
122. 2017 Completed landscape projects at the preschool and middle school buildings.
123. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
124. 2017 Completed SMS trophy cases in the lobby/lunchroom
125. 2017 Completed storage area for the field house/physical education equipment.
126. 2017 Replaced carpet in SCHS business and math rooms.
127. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
128. 2017 SMS completed air conditioning system in the gymnasium
129. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
130. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
131. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
132. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
133. 2016 Improve preschool playground, landscaping and perimeter fence.
134. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
135. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
136. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
137. 2016 Replaced two (2) HVAC units at the middle school site.
138. 2016 Replaced sewer lines in the middle school science and food service areas.
139. 2016 Installed new lights on the south side of the middle school building (street and parking).
140. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
141. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
142. 2016 Installed underground sprinkler system on the east lawn of the high school building.
143. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
144. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
145. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
146. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
147. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
148. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
149. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
150. 2015 Remodeled SCHS West Lobby and Restrooms.
151. 2015 Install new lighting in the middle school gymnasium.

152. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
153. 2015 Install new lighting in the East Gymnasium
154. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
155. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
156. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
157. 2015 Remodel 2nd floor of the Preschool Building.
158. 2014 Upgrade SES playground with donation from PTA.
159. 2014 Install new lighting in the West Gymnasium.
160. 2014 Develop and implement building improvement and remodeling plan.
161. 2014 Develop and implement maintenance request program on the FMP portal.
162. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
163. 2015 Update playground equipment for preschool that meets Rule 11.
164. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
165. 2014 Remodel the 1st floor of the Preschool Building.
166. 2014 New flooring in the SCHS Men's and Women's Locker Rooms.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security
Target Areas:

Support Service Programs

33	**SCS**	**Continue to expand partnerships with local health professionals to improve and provide services to students and staff**
2022	Action Plan	1. Pursue partnerships with local and state optometric providers to expand vision services to students in need
2022	Action Plan	2. Continue relationships with local health department, medical clinic, and full-service coordinator to address health concerns and provide student and staff health services
34	**SCS**	**Offer educational opportunities for school nurses, students, families, and staff**
2022	Action Plan	1. Provide ongoing system of support, training, and collaboration within nursing department
2022	Action Plan	2. Pursue training to add certified CPR instructor to the nursing staff
2022	Action Plan	3. Provide students and families opportunities to learn about nursing policies and procedures.
2022	Action Plan	4. Work with Family Literacy Program to promote and educate our community on health topics.
35	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
2022	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2022	Action Plan	2. Continue orientation and training program for substitute teachers at each building.
36	**SCS**	**Develop and implement a plan to improve food service and menu options across the district.**
2022	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2022	Action Plan	2. Pursue contracts with outside providers to increase menu options for SCHS students for the 2022-23 school year.
37	**SCS**	**Develop and implement a plan to improve training for Para-Educators across the district.**
2022	Action Plan	1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions.
2022	Action Plan	2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit schedules, district staff handbook, etc.…)
2022	Action Plan	3. Continue providing para-pro training and implement APL and Capturing Kids' Hearts trainings for Para-educators.
38	**SCS**	**Expand recruiting and training efforts for substitute teachers**
2022	Action Plan	1. Continue annual Substitute training and welcome program held at the beginning of the school year
2022	Action Plan	2. Research possible expanded relationships with local colleges and Universities to recruit more local substitute teachers.

Action Plans:

1. 2022 (43.1) Updated district return to learn plan after consultation with East Central Health Department
2. 2022 (37.1) Created Partnership with CCC Columbus to offer an education coursework path for students and para-professionals
3. 2022 (36.2) Added FFVP at Richland Schools for 2022-2023 School year
4. 2022 (33.2) Partnered with East Central District Health Department to provide an influenza/COVID immunization clinic for staff and staff families.
5. 2022 (33.2) Partnered with United Way to provide supplies for 5th grade growth and development presentation
6. 2022 (33.2) Partnered with Walmart Vision who sent a technician to SCS for health screens
7. 2022 (33.2) Partnered with CCC who provided 9 nursing students and 1 nursing instructor for health screens.
8. 2022. (33.2) Through the healthy schools grant, nurses purchased a wheelchair, diabetic supplies, feminine hygiene supplies, baby CPR mannequin, and incontinence supplies for the district
9. 2022 (36.2) Through the healthy schools grant we purchased stencils for the playgrounds at all elem. and pre school buildings across the district to promote healthy activity/exercise
10. 2022 (36.2) Purchased water bottles and other items for staff appreciation and wellness.
11. 2022 (36.1) Food service is partnering w/ NDE and Nebraska Extension on a LIFT Grant for farm to school and new healthy recipes.
12. 2022 (37.1) Hosted CKH-Culture Shapers for support staff, para-educators, nurses, office staff, etc…
13. 2022 (35.2) Increased incentive pay program for substitute teachers working in the district $160 (1-15 Days) $168 (16-30 Days) $176 (Over 30 Days)
14. 2022 (38.2) Developed and implemented a plan with CCC/WSC for para-educators to enroll in college classes and gave release time for classes toward a teaching degree.
15. 2022 (38.2) Developed and implemented a plan with CCC/WSC for SCHS students to enroll in early entry education program and earn practicum credit for work as para-educators.
16. 2022 (33.2) Hosted an EHA preventative care and immunization clinic for all staff.
17. 2022 (33.2) SMS administrators meet with para educators bi-monthly.
18. 2022 (33.2) Partnered with United Way (full service coordinator was not available) to provide supplies for the 5th grade growth and development presentation.
19. 2022 (33.1) Partnered with Walmart Vision who sent a technician for health screens.
20. 2022 (33.2) Partnered with CCC College who sent 9 nursing students with an instructor for health screens.
21. 2022 (33.2) Provide a sub nurse who works weekly to provide services to rural schools, preschool, and dual language.
22. 2022 (33.2) Through the healthy schools grant, we purchased a wheelchair, diabetic supplies, feminine hygiene supplies, baby CPR mannequin, and incontinence supplies.
23. 2022 (33.2) Continue nursing services in support of COVID-19 protocols in all buildings.
24. 2022 (33.2) Continued full-time nursing services at SCHS, SMS, SES
25. 2022 (33.2) Partnered with East Central Health District to offer COVID-19 immunization clinics for students at SCHS.
26. 2022 (34.1) School nurses attended the State School Nurse Conference.
27. 2022 (34.2) School nurse certified in CPR instruction.
28. 2022 (34.1) Provided a Certified Nurse Assistant to the Rural/Dual/Preschool buildings.
29. 2022 (33.2) Partnered with CHI to host an onsite COVID-19 immunization clinic for all staff.
30. 2022 (34.3) Nurses offered CPR, AED, Eppi-pen, Inhalers, nebulizer, and medical emergency preparedness to staff and students.
31. 2022 (34.3) Nurses offered CPR, AED, Eppi-pen, Inhalers, nebulizer, and medical emergency preparedness to family literacy program participants.
32. 2022 (33.1) Onsite vision clinic in partnership with Optometric providers for SES students.
33. 2022 (36.1) Continue to conduct “Smarter Lunchroom” evaluations for food service in each building.
34. 2022 Host monthly meetings district-level meetings with custodial/maintenance staff, food service, support staff/para educators and Teachers’ Association
35. 2021 Conducted “Smarter Lunchroom” evaluations for food service in each building.
36. 2021 Continued agreement with Columbus Community Hospital for the support of a full-time athletic trainer.
37. 2021 Planning a substitute training the week of Professional Development in October that all subs can attend.
38. 2021 SCHS: Nurses purchased, through Healthy schools grant, Hot food Stations, sneeze guards, and connoisseur blender.
39. 2021 SCHS: Offered students “catch up” immunizations through ECDHD.
40. 2021 SCS: Partnered with CHI for flu and COVID vaccinations for employees.
41. 2021 SCS: Purchased 2 CPR Manikins have been purchased for expanded trainings.
42. 2021 SMS: Purchased a Recovery Couch in SMS.
43. 2021 SCS: October PD training for HS students and all staff.
44. 2020 In collaboration with Columbus Community Hospital, hired a full-time athletic trainer.
45. 2020 Moved the athletic trainer into the new training room at the new high school athletic complex.
46. 2020 October PD Week included APL workshops for para educators and numerous workshops for all support staff.
47. 2020 Expanded nursing services in support of COVID-19 protocol in all school buildings.
48. 2020 Purchased and deployed temperature systems in all buildings to ensure all students/employees/visitors meet CDC guidelines.
49. 2020 High School food service moved into the new kitchen and servery in the fall of 2020.
50. 2020 Expanded free food service program for breakfast and lunch for all students for the 2020-21 school year.

51. 2020 Due to School Closure: Expanded summer breakfast and lunch programs from March to September. Served over 5,000 meals per week.
52. 2020 Hosted Professional Development week and training for all certified and support staff employees.
53. 2020 Rural school sent 1 para from each building to the para training in Kearney.
54. 2019 Member of Wayne State College NENTA program for substitute teachers.
55. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
56. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
57. 2019 Continued evaluation of the food service “smarter lunchrooms” program.
58. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
59. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
60. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
61. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
62. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
63. 2018 Updated and adopted job descriptions for all support staff positions in the district.
64. 2018 Applied for and received grants to purchase food warmers for the rural schools.
65. 2018 Applied for and received a grant for a hot-food serving line at SMS
66. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
67. 2018 Conducted quarterly “Smarter Lunchroom” evaluations for food service in each building.
68. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
69. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
70. 2018 Hosted a Civil Rights Compliance review for the high school facility.
71. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
72. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
73. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
74. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
75. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
76. 2017 Leased new bus bard to secure buses and improve safety for drivers.
77. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
78. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
79. 2017 Para-educators training (Amy Mazankowski) on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
80. 2017 SCS Para-educators received APL training district-wide.
81. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
82. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
83. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
84. 2016 Finalize Colfax County Crisis Preparedness Manual.
85. 2016 Complete District-wide Crisis and Emergency Response Manual.
86. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
87. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
88. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
89. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
90. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
91. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
92. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
93. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
94. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
95. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
96. 2015 Implement the EMC professional development program for support staff.
97. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
98. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
99. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
100. 2014 Implement the EMC professional development program for support staff.

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.
Target Areas:

School Governance and Public Relations

39	**SCS**	**Continue to expand strategies to improve communication and promote parent/community engagement.**
2022	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.
2022	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school and at school activities.
2022	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee', City Council, etc…)
2022	Action Plan	4. Explore options to expand communications with all parents and community patrons through the use of electronic platforms, advertising, message boards, etc...
2022	Action Plan	5. Conduct annual review of all safety protocols district-wide and submit the report to the board of education. (Spring 2022)
2022	Action Plan	6. Continue increasing opportunities for positive promotion through the Schuyler Sun, websites, message boards, Social Media, etc…
2022	Action Plan	7. Continue to find ways to increase K-12 parent engagement through open houses, parent nights, parent-teacher conferences, newsletter, etc.
2022	Action Plan	8. Continue to find ways to partner with community programs and businesses.
2022	Action Plan	9. Promote board member development and participation in local and state organizations.
40	**SCS**	**Continue expanding financial resources to promote financial stability and program support.**
2022	Action Plan	1. Continue participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 for 1 more year)
2022	Action Plan	2. Continue pursuing funding and resources from legislature and various partners inside and outside of the community focused on reducing reliance on property taxes.
2022	Action Plan	3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.

Action Plans

1. 2022 EIR Grant Administrators attended National Conference in Florida
2. 2022Three board members attended the 2022 State Education Conference in November
3. 2022 Hosted Nebraska Association of School Boards (NASB) Board Retreat with Schuyler Community Schools Board Members
4. 2022 Board of Education attended NASB workshops (Area Membership Meeting, State Convention)
5. 2022 Board committees met to review and updated board policies, handbooks, curriculum, and Americanism Requirements
6. 2022 Board Finance Committee met to review impact of ESSER Funds, tax requests, staff negotiations, construction progress, budget preparation, etc…
7. 2022 Continued monthly recognition of spotlight programs and staff members at their board meetings.
8. 2022 SCS Identified website experts at each building to increase online presence and communication.
9. 2022 SCS Reduced tax levy in the general fund and stayed below the threshold for a required joint public hearing.
10. 2022 SCHS School representatives involved in the leadership cohort in partnership with other community leaders.
11. 2022 SCHS Increased parent and community engagement through increased booster club awareness and involvement.
12. 2022 SCHS Increased weekly communication via social media and our partnership with the Schuyler Chamber of Commerce.
13. 2022 SCHS Partnered with the City of Schuyler to create a community mural in collaboration with a town in Guatemala.
14. 2022 SCS Safety team conducted review of prior year behavioral referrals for threat assessment practice and alignment.
15. 2022 SCHS Increased partnership with Schuyler Sun to promote student leadership, student recognition, and communication.
16. 2022 SCHS Partnership with Colfax County 4H Extension for Youth Leadership Schuyler which was in alignment with Schuyler Leadership
17. 2022 SES/SMS Continue implementation of the K-8 EIR EMPOWER (E3) Grant
18. 2022 SCHS & SMS Hired a bilingual social worker for attendance interventionist position
19. 2022 SCHS Continued relationships with Good Neighbor and East Central to provide LMHPs in the building
20. 2022 SCS Leadership Team completed Leadership Blueprint training.
21. 2022 Youth Sports parent volunteer fliers are sent out to encourage family involvement with each sport.

22. 2022 Youth Sports are promoted through social media.
23. 2022 (37.2) The board negotiated and adjusted the support staff salary schedule for the 2022-23 school year.
24. 2022 (22.4) Adopted the "Rooms" communication system on our District App to promote a safe communication system between staff and students, and improve communication, especially, with our parents with limited English.
25. 2022 Expanded district leadership team to include staff and directors from all programs that meets on a monthly basis.
26. 2022 Continue SCS representation on Schuyler Community Development, Chamber Membership, Downtown Revitialization, Top-Notch Focus Group, Sertoma, Community and Family Partnerships, Nebraska Children and Families Foundation, CNAP and Sixpence Early Childhood Programs, Central Community College, and the Education Foundation
27. 2021 Attended the CHI Community Health Needs Assessment Meeting to review data, finalize goals, and action plans for Colfax County.
28. 2021 Conducted an evaluation of district website with Apptegy to review compliance, ease of use, and language translations, etc…
29. 2021 Continued community partnerships with SCD, Housing, Schuyler Latino Committee', and Schuyler Downtown Revitalization, Chamber, etc…
30. 2021 Continue partnership with Schuyler Community Development Leadership Cohort/Classes.
31. 2021 District Leadership Team (20) to include Guidance, Technology, Administration, etc… to updated the 2021-22 Return to Learn Plan.
32. 2021 Attended 3-day NDE Training with City/County Law Enforcement, Emergency Manager, Nesbitt and Associates to update the School Crisis Management Plan.
33. 2021 Completed CARES (ESSER I) Application and implemented funds to support 2020-21 budget.
34. 2021 Completed ESSER II Application (1.9 Million) and received approval for expending funds in the 2021, 2022, and 2023 budgets cycles.
35. 2021 Completed ESSER III Application (4.3 Million) and received approval for expending funds in the 2021, 2022, and 2023 budget cycles.
36. 2021 Updated School Board Policies and posted policy manual on NASB Online Policy Website.
37. 2021 Continued EIR EMPOWER (E3) Grand on Science Curriculum and STEM Training.
38. 2021 ESSER I, II, and III applications to offset the need for property tax increases.
39. 2020 Implemented remote learning program for students electing to continue learning at home in the fall.
40. 2020 Implemented remote learning, learning packets, enrichment packets in the spring of 2020 during the pandemic school closure.
41. 2020 Installed new score board to promote school/community program/businesses and public announcements.
42. 2020 SES hosted food pantry through summer to support families with food insecurity.
43. 2020 Backpack program continued through summer to support families with food insecurity
44. 2020 Use of Extension office personnel to teach and support student learning.
45. 2020 Staff/Program spotlight at monthly school board meetings.
46. 2020 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
47. 2020 Upgraded district website and deployed new school app to improve internal and external communication.
48. 2020 Installed Sign and Communication Board at the district office to promote school and community activities.
49. 2020 Construction class completed their 2019-20 house, signed MOU and began construction on their 2020-21 house. Both houses sold.
50. 2020 Awarded EIR Grant (800,000 per year for 5 years) for K-8 Science Programs with training from Discovery Education Consultants.
51. 2020 City/School partnership to expand city storm sewer at the high school to accommodate new construction ($1,000,000) project.
52. 2020 Rural schools hosted a Veterans Day Program, hosting veterans, along with interactive student participation.
53. 2020 Richland Multicultural Education, hosted by parents, presented experiences to further students' education.
54. 2020 Rural schools provide a monthly newsletter written by staff, along with posting on social media.
55. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
56. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
57. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc…
58. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
59. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
60. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
61. 2019 Conducted several thoughtexchanges with high school students.
62. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
63. 2019 Staff/Program spotlight at monthly school board meetings.
64. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
65. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
66. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
67. 2018 Expanded flat screen media players to promote school and community engagement.
68. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
69. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
70. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
71. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.

72. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
73. 2017 SCS developed and implemented blackboard school App to improve parent communication.
74. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
75. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
76. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
77. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
78. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
79. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
80. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
81. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
82. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
83. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
84. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
85. 2016 Board of Education adopts workforce housing incentive plan.
86. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
87. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
88. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
89. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
90. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
91. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
92. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
93. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
94. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
95. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
96. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
97. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
98. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
99. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
100. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
101. 2014 Expanded and updated websites to include Facebook and Twitter.
102. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
103. 2014 City of Schuyler hired a full-time housing director to develop housing program.

8. School Climate (Students and Adults): *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.
Target Areas:

School Climate and Learning Environment

41	**SCS**	**Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, reduced incidents of bullying, etc…**
2022	Action Plan	1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. **(Capturing Kids Hearts, Process Champions)**
2022	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. **(APL Training)**
2022	Action Plan	3. Continue to expand K-12 counseling services and support to address mental health needs in the district. **(Mental Health Counselors)**
2022	Action Plan	4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior Specialists and Community Family Partnership
2022	Action Plan	5. Continue open communication with law enforcement/first responders and create opportunities for including them in school sponsored events.
2022	Action Plan	6. Research, develop and implement a comprehensive counseling program for 6-12 for social emotional learning (SEL)
2022	Action Plan	7. Promote and train students in grades 6-12 to use the "Speak for School Safety" throughout the district to report bullying, abuse, violence, etc…
42	**SCS**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2022	Action Plan	1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers and administrators.
2022	Action Plan	2. Continue school spirit, staff morale, monthly celebrations, etc… to promote an inclusive and safe learning and work environment.
2022	Action Plan	3. Develop an incentive program to promote post-secondary education options for support staff.
2022	Action Plan	4. Expand the Foundation's outstanding employee quarter nominations to include substitute teachers along with support staff, teacher, and para-educator.
2022	Action Plan	5. Continue the use of ThoughtExchange to promote ongoing, consistent communication and opportunities for staff input.
2022	Action Plan	6. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and external communication.
2022	Action Plan	7. Research ways to improve teacher effectiveness when building student relationships during R-Time and Focus.
43	**SCS**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
2022	Action Plan	1. Expand new support staff orientation program at each building and provide ongoing professional development program.
2022	Action Plan	2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.
2022	Action Plan	3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.
2022	Action Plan	4. Research ways/opportunities to help transition/introduce new staff into the school and community.
44	**SCS**	**Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc…**
2022	Action Plan	1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeism, tardies, etc…
2022	Action Plan	2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve safety protocols in all buildings.

45	SCS	School Safety Support Programs
2022	Action Plan	1. Research vape detection systems and funding for middle and high school buildings.
2022	Action Plan	2. Work with local law enforcement to increase police presence in and around schools.
2022	Action Plan	3. Research SRO, behavior mental health, and social worker programs. (need, pros and cons, program structures, models, funding etc…)
2022	Action Plan	4. Continue Navigate 360 Annual Threat Assessment and Training Workshops.

Action Plans:

1. 2022 SCS School administrators met with the new county attorney, Bruce Prenda, to discuss attendance and ideas for future county grant supported program.
2. 2022 SCS Administrators met on November 10, 2022 to review safety programs/training and share research on SRO programs.
3. 2022 SCS Appointed a board safety committee to review safety practices/programs in the district. (April)
4. 2022 SCHS Reinstated Sertoma and Rotary students of the month
5. 2022 SCHS Continued research for SRO, behavior mental health, and social worker programs.
6. 2022 SCHS Continued and expanded mental health opportunities for students and staff.
7. 2022 SCHS Hosted CKH audit PK-12
8. 2022 SCHS Principals participate in CKH cohort training and support.
9. 2022 SCHS Created a team of FOCUS teacher leaders to increase staff and student engagement.
10. 2022 SCHS/Rural Engaged Process Champion (CKH) to present to staff every month.
11. 2022 SCHS Added pathway program for classified staff who are interested in the education field utilizing a cooperative relationship with Central Community College.
12. 2022 SCHS Invited the speaker “Ricky Simmons” to speak to students about the negative consequences of drug use.
13. 2022 SMS/Elem named CKH National Showcase Schools
14. 2022 SMS Implemented R-Time quarterly challenges
15. 2022 SMS Changed morning entry to one door so all students could be greeted by staff.
16. 2022 SES Afterschool program started certifying all staff in CPR.
17. 2022 Rural Created HOUSES to increase staff and student engagement using CKH strategies.
18. 2022 SCS Continue greeting students at the door in the morning.
19. 2022 (42.2) Hosted monthly high school staff socials, luncheons, afterhours, etc… to increase opportunity for celebrations, recognitions
20. 2022 (42.7) Hosted Chamber Day with staff on preservice workshop days to increase awareness of the Schuyler business community
21. 2022 (41.1) Expanded CKH program to include Culture Shaping for support staff and Lead Worthy program for students
22. 2022 (43.3) Principals attended teacher recruitment fairs at UNK, USD, WSC, UNL, UNO and Midland University
23. 2022 (45.2) Continually invite local law enforcement to attend events at school, assist with programs and student needs.
24. 2022 (45.1) Worked with local law enforcement to conduct a canine search at the high school building
25. 2022 (45.1) Received bids and purchased vape detection systems in the middle and high school buildings. (15,000)
26. 2022 (45.4) Nesbitt and Associates completed the annual safety review for 2022 and provided updates to our safety plan.
27. 2022 (45.4) Leadership team, threat assessment teams, and 4 school board members completed Safety Management Training (CSTAG)
28. 2022 (45.4) Implemented threat assessment teams at each building and district level for the 2022-23 school year.
29. 2022 (45.4) Safety Directors participated in the Nebraska School Safety Workshop in Lincoln, NE
30. 2022 (45.4) Completed update to the Navigate 360 Program and provided local law enforcement with updated program.
31. 2022 (45.4) Working with Zeroeyes to write camera specifications and determine locations to update surveillance cameras at all buildings.
32. 2021 (38-1) Continued Capturing Kids Hearts, Traction, and Process Champions for new teachers and administrators.
33. 2021 (38-1) Continued 5-Day APL Training for new teachers and administrators.
34. 2021 (39-5) Hosted ThoughtExchanges at the staff, community, student, levels to promote input on various school and community topics.
35. 2021 (39-6) Hosted numerous staff input sessions to determine 2021-22 school calendar.
36. 2021 (38-4) Increased private counseling opportunities through Colfax County and private counseling agencies.
37. 2021(38-2) Reconvened monthly lunch celebrations and social events for staff.
38. 2021(41-1) Piloted a program for incentives for students who face barriers to their attendance.
39. 2021 (41-1) implemented Campus Work Flow at the high school to improve accountability for student attendance.

40. 2021 (41-2) Piloted a summer program for attendance and credit recovery.
41. 2021 (41-2) Developed a daily/weekly report to communicate illness, COVID, student/staff Absence/Attendance.
42. 2021 Rural – Created a dashboard with all important links to websites and/or google documents needed throughout the year.
43. 2021 Rural – Created slideshow for new staff to be able to access information throughout the year.
44. 2020 Formed a partnership with Community Response to aid in free/reduced counseling for students in need.
45. 2020 Formed a partnership with Community Response to provide a "coach" to families/students in need of assistance with bills, clothes, finding a job, and/or learning about the community.
46. 2020 Created a CKH team at SMS and SCHS.
47. 2020 Established "jeans day" monthly for the high school staff to coordinate with "Feel the Love" Fridays.
48. 2020 Used ThoughtExchange to collect data on the opinions of teachers of FOCUS and other programs at SCHS.
49. 2020 Received Family Literacy grant and implemented the program with 10 families.
50. 2020 Expanded the Sensory Room at SES.
51. 2020 Added Nursing staff to help with COVID-19 health and safety protocols.
52. 2020 Added hours/staff and established COVID-19 protocols for building cleaning and maintenance.
53. 2020 Provided CKH professional development for K-5 staff: Process Champions
54. 2020 Provided APL and Capturing Kids Hearts (CKH) training for all new teachers.
55. 2020 Rural Schools participated in Red Ribbon Week. Students participated and discussed the importance of being drug free.
56. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
57. 2019 Provided APL training for all new teachers.
58. 2019 Provided APL leadership training for all administration.
59. 2018 Focused professional development through coordination of Priority School and Discovery Education Consultants to promote coaching strategies to improve instruction and student achievement in the high school classrooms.
60. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
61. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
62. 2018 Restructured “Focus” time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
63. 2017 Principals involved in the selection of quarterly outstanding employees.
64. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
65. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
66. 2017 A braided funding partnership was created with CHI to provide Capturing Kids Hearts Training for all certified staff members at SMS, Richland, Fischer’s, all new PK-5 staff, and a focus group from SCHS
67. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
68. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
69. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
70. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
71. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
72. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
73. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
74. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
75. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
76. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
77. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
78. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
79. 2015 Developed and implemented a district-wide “new” teacher orientation program.
80. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
81. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
82. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
83. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
84. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
85. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
86. 2014 Developed and implemented annual SCS teacher incentive program.
87. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.

Strategic Plan Initiatives

1. Partnered with Instructional Empowerment (formerly Learning Sciences International) to improve our Proficiency Scales to make it clearer that they are learning progressions. This will help with standards-based planning and developing standards-based learning targets.
    1. The consultants will return this spring to complete a learning target audit with building principals to evaluate our progress and to help principals coach teachers if they are struggling to provide standards-based instruction.
2. Supplemented our core reading program by implementing the Heggerty Phonemic Awareness program to help teachers implement the foundations of reading standards in grades K-2. Grades 3-5 have implemented the program Grammar Workshop from Sadlier.
3. We have some initiatives for improving instruction with our English Learner population. Since that is 42% of our students, we must remember that all teachers are EL Teachers. We have a program called Ellevation that has a few different components to help us.
    1. Strategies - has specific teaching strategies to help teachers work with students.
    2. Modules - there are professional development modules within Ellevation that help teachers improve their EL instruction.
    3. Math Primers - These are activities that teachers can use to preload instruction and vocabulary to help EL students be prepared for instruction in the mainstream math classroom.
4. We have Anne Hubbel from the Nebraska Department of Education Title III English Learners office coming to our workshops January 18.
5. We have begun implementing our Multi-Tiered Systems of Support program in the district. The main focus of an MTSS program is to:
    1. Ensure that all students receive strong instruction in the classroom.
    2. Identify students that are struggling in the classroom
    3. Provide different levels of support (tiers) as needed.
6. We have been using the Star Assessment from Renaissance Learning over the past few years. It helps us have a deeper understanding of student needs. We are beginning to use many products in the Renaissance ecosystem to support our Tier 1 instruction. These programs are all accessible on student iPads.
    1. Star Assessments in reading and math give us standards-based achievement information about each student.
    2. Results flow directly from the Star assessments into practice programs Freckle Math and Freckle ELA to provide students with practice items that meet their individual needs.
    3. Students also have phonological awareness practice in a program called Lalilo (early grades).
    4. Students can also practice their reading comprehension skills in an online library called MyOn and MyOn news, these programs lead into our Accelerated Reader program.
    5. If students need additional support and instruction, the teacher can assign instructional activities in Nearpod directly from Star Assessment results.

7. At the high school level, we have been completing practice ACT writing sessions for the last few years to help students and teachers understand what is expected of them on the ACT writing section. Students write to a prompt, ELA teachers in grades 6-12 come together to score them. Students then have the opportunity to rewrite their papers in order to practice writing an essay that is expected of them on the ACT. Since starting this, our writing scores are the highest that they've ever been.

As a subset of the strategic plan, our school improvement teams create academic goals. We currently have the following goals:

Schuyler Elementary

- Goal: By the end of the 22-23 school year, 80 percent of students in each grade level (K-2) will meet their reading and math MAP goals by performing at or above the 50th percentile or show a growth of 20 points.
- Goal: By the end of the 22-23 school year, 80 percent of students in each grade level (3-5) will meet their reading and math Spring NSCAS goals by performing "On Track" or "College and Career Ready" or achieve the expected point growth based on the state average.

Richland School

- 85% of students will meet or exceed Mean RIT in specific goal area from Fall MAP test to Spring MAP test. ('meet' means at average, high average, or high category on grade report)

Fisher's 24 School

- Reading-Students will show consistent growth in vocabulary, comprehension, and word analysis from the August baseline to May as evidenced by STAR 360 benchmarks.
- Math- Students will show consistent growth from the August baseline to May as evidenced by STAR 360 benchmarks.

Dual Language School

- (K-1 Dual Language) 75% of students will meet or exceed Mean RIT in reading and math in a specific goal area from fall STAR assessment to spring STAR assessment.

Schuyler Middle School

- By the end of the 2023 school year, implement an assessment system that facilitates individual student tracking to improve NSCAS and MAPS proficiency.
- By the end of the 2023 school year, publish and share a school wide curriculum.

Schuyler Central High School

At Schuyler Central High School we have goals for math, reading and writing.

- Math goal is that 90% of our students will improve their Math RIT by 1.0 point on the MAP test from Fall to Spring of the school year.
- Reading goal is 90% of our students will improve their Reading RIT by 1.0 point on the MAP Reading test from Fall to Spring of the school year.
- Writing goal is our student will demonstrate increased writing competency by achieving a score of 6 on the ACT writing test.

WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: SD 123 SCHUYLER **Risk ID:** 260147900

Rating Effective Date: 05/15/2023 **Production Date:** 12/21/2022 **State:** NEBRASKA

State	Wt	Exp Excess Losses	Expected Losses	Exp Prim Losses	Act Exc Losses	Ballast	Act Inc Losses	Act Prim Losses
NE	.13	90,085	155,281	65,196	74,915	43,050	152,868	77,953

(A) Wt	(B)	(C) Exp Excess Losses (D - E)	(D) Expected Losses	(E) Exp Prim Losses	(F) Act Exc Losses (H - I)	(G) Ballast	(H) Act Inc Losses	(I) Act Prim Losses
.13		90,085	155,281	65,196	68,755	43,050	128,078	59,323

	Primary Losses	Stabilizing Value	Ratable Excess	Totals
	(I)	C * (1 - A) + G	(A) * (F)	(J)
Actual	59,323	121,424	8,938	189,685
	(E)	C * (1 - A) + G	(A) * (C)	(K)
Expected	65,196	121,424	11,711	198,331

	ARAP	FLARAP	SARAP	MAARAP	Exp Mod
					(J) / (K)
Factors					.96

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS DOLLARS WHERE ERA IS APPLIED.

© Copyright 1993-2023, All rights reserved. This product is comprised of compilations and information which are the proprietary and exclusive property of the National Council on Compensation Insurance, Inc. (NCCI). No further use, dissemination, sale, transfer, assignment or disposition of this product, in whole or in part, may be made without the prior written consent of NCCI. This product is furnished "As is" "As available" "With all defects" and includes information available at the time of publication only. NCCI makes no representations or warranties of any kind relating to the product and hereby expressly disclaims any and all express, statutory, or implied warranties, including the implied warranty of merchantability, fitness for a particular purpose, accuracy, completeness, currentness, or correctness of the product or information contained therein. This product and the information contained therein are to be used exclusively for underwriting, premium calculation and other Insurance purposes and may not be used for any other purpose including but not limited to safety scoring for project bidding purposes. All responsibility for the use of and for any and all results derived or obtained through the use of the product and information are the end user's and NCCI shall not have any liability thereto.

WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: SD 123 SCHUYLER **Risk ID:** 260147900

Rating Effective Date: 05/15/2023 **Production Date:** 12/21/2022 **State:** NEBRASKA

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920020 **Eff Date:** 05/15/2019 **Exp Date:** 05/15/2020

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.65	.32	3,813	101	32	Z01549400	05	F	2,659	2,659
8868	.24	.42	12,033,385	28,880	12,130	Z01575747	05	F	3,057	3,057
9101	1.94	.42	1,055,848	20,483	8,603	Z01546316	06	F	2,680	2,680
9807	EMPLOYERS LIABILIT			0	0	NO. 4	06	*	4,426	4,426
Policy Total:			**13,093,046**	**Subject Premium:**	**110,050**	**Total Act Inc Losses:**			**12,822**	

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920021 **Eff Date:** 05/15/2020 **Exp Date:** 05/15/2021

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.65	.32	1,995	53	17	NO. 2	06	*	645	645
8868	.24	.42	12,163,777	29,193	12,261					
9101	1.94	.42	1,159,926	22,503	9,451					
9807	EMPLOYERS LIABILIT			0	0					
Policy Total:			**13,325,698**	**Subject Premium:**	**112,830**	**Total Act Inc Losses:**			**645**	

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920022 **Eff Date:** 05/15/2021 **Exp Date:** 05/15/2022

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.65	.32	2,246	60	19	Z01678414	05	F	8,621	8,621
8868	.24	.42	12,813,761	30,753	12,916	NO. 2	06	*	365	365
9101	1.94	.42	1,198,699	23,255	9,767	Z01680686	06	O	27,300	18,500
9807	EMPLOYERS LIABILIT			0	0	Z01715231	09	O	49,305	18,500
						Z01674983	09	O	53,810	18,500
Policy Total:			**14,014,706**	**Subject Premium:**	**116,071**	**Total Act Inc Losses:**			**139,401**	

© Copyright 1993-2023, All rights reserved. This product is comprised of compilations and information which are the proprietary and exclusive property of the National Council on Compensation Insurance, Inc. (NCCI). No further use, dissemination, sale, transfer, assignment or disposition of this product, in whole or in part, may be made without the prior written consent of NCCI. This product is furnished "As is" "As available" "With all defects" and includes information available at the time of publication only. NCCI makes no representations or warranties of any kind relating to the product and hereby expressly disclaims any and all express, statutory, or implied warranties, including the implied warranty of merchantability, fitness for a particular purpose, accuracy, completeness, currentness, or correctness of the product or information contained therein. This product and the information contained therein are to be used exclusively for underwriting, premium calculation and other Insurance purposes and may not be used for any other purpose including but not limited to safety scoring for project bidding purposes. All responsibility for the use of and for any and all results derived or obtained through the use of the product and information are the end user's and NCCI shall not have any liability thereto.

* Total by Policy Year of all cases $2000 or less. D Disease Loss X Ex-Medical Coverage U USL&HW

C Catastrophic Loss E Employers Liability Loss # Limited Loss

WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: SD 123 SCHUYLER **Risk ID:** 260147900

Rating Effective Date: 05/15/2022 **Production Date:** 12/22/2021 **State:** NEBRASKA

State	Wt	Exp Excess Losses	Expected Losses	Exp Prim Losses	Act Exc Losses	Ballast	Act Inc Losses	Act Prim Losses
NE	.13	79,561	139,516	59,955	43,330	39,550	130,589	87,259

(A) Wt	(B)	(C) Exp Excess Losses (D - E)	(D) Expected Losses	(E) Exp Prim Losses	(F) Act Exc Losses (H - I)	(G) Ballast	(H) Act Inc Losses	(I) Act Prim Losses
.13		79,561	139,516	59,955	43,330	39,550	112,359	69,029

	Primary Losses	Stabilizing Value	Ratable Excess	Totals
	(I)	C * (1 - A) + G	(A) * (F)	(J)
Actual	69,029	108,768	5,633	183,430
	(E)	C * (1 - A) + G	(A) * (C)	(K)
Expected	59,955	108,768	10,343	179,066

	ARAP	FLARAP	SARAP	MAARAP	Exp Mod
					(J) / (K)
Factors					1.02

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS DOLLARS WHERE ERA IS APPLIED.

© Copyright 1993-2022, All rights reserved. This product is comprised of compilations and information which are the proprietary and exclusive property of the National Council on Compensation Insurance, Inc. (NCCI). No further use, dissemination, sale, transfer, assignment or disposition of this product, in whole or in part, may be made without the prior written consent of NCCI. This product is furnished "As is" "As available" "With all defects" and includes information available at the time of publication only. NCCI makes no representations or warranties of any kind relating to the product and hereby expressly disclaims any and all express, statutory, or implied warranties, including the implied warranty of merchantability, fitness for a particular purpose, accuracy, completeness, currentness, or correctness of the product or information contained therein. This product and the information contained therein are to be used exclusively for underwriting, premium calculation and other Insurance purposes and may not be used for any other purpose including but not limited to safety scoring for project bidding purposes. All responsibility for the use of and for any and all results derived or obtained through the use of the product and information are the end user's and NCCI shall not have any liability thereto.

WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: SD 123 SCHUYLER **Risk ID:** 260147900

Rating Effective Date: 05/15/2022 **Production Date:** 12/22/2021 **State:** NEBRASKA

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920019 **Eff Date:** 05/15/2018 **Exp Date:** 05/15/2019

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.52	.32	7,553	190	61	Z01479106	06	F	2,066	2,066
8868	.21	.43	11,701,603	24,573	10,566	Z01450399	06	F	2,129	2,129
9101	1.97	.43	1,022,421	20,142	8,661	Z01507200	06	F	2,460	2,460
9807	EMPLOYERS LIABILIT			0	0	NO. 3	06	*	2,618	2,618
						Z01487895	06	F	3,981	3,981
						Z01500574	06	F	5,038	5,038
						Z01445359	09	F	26,725	18,500
						Z01437067	09	F	33,866	18,500
						Z01508795	09	F	38,239	18,500
Policy Total:			**12,731,577**	**Subject Premium:**	**112,377**	**Total Act Inc Losses:**			**117,122**	

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920020 **Eff Date:** 05/15/2019 **Exp Date:** 05/15/2020

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.52	.32	3,813	96	31	Z01549400	05	F	2,659	2,659
8868	.21	.43	12,033,385	25,270	10,866	Z01575747	05	F	3,057	3,057
9101	1.97	.43	1,055,848	20,800	8,944	Z01546316	06	F	2,680	2,680
9807	EMPLOYERS LIABILIT			0	0	NO. 4	06	*	4,426	4,426
Policy Total:			**13,093,046**	**Subject Premium:**	**110,050**	**Total Act Inc Losses:**			**12,822**	

26-NEBRASKA **Firm ID:** **Firm Name:** SD 123 SCHUYLER

Carrier: 15539 **Policy No.** 0H7920021 **Eff Date:** 05/15/2020 **Exp Date:** 05/15/2021

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
7380	2.52	.32	1,995	50	16	NO. 2	06	*	645	645
8868	.21	.43	12,163,777	25,544	10,984					
9101	1.97	.43	1,159,926	22,851	9,826					
9807	EMPLOYERS LIABILIT			0	0					
Policy Total:			**13,325,698**	**Subject Premium:**	**112,830**	**Total Act Inc Losses:**			**645**	

© Copyright 1993-2022, All rights reserved. This product is comprised of compilations and information which are the proprietary and exclusive property of the National Council on Compensation Insurance, Inc. (NCCI). No further use, dissemination, sale, transfer, assignment or disposition of this product, in whole or in part, may be made without the prior written consent of NCCI. This product is furnished "As is" "As available" "With all defects" and includes information available at the time of publication only. NCCI makes no representations or warranties of any kind relating to the product and hereby expressly disclaims any and all express, statutory, or implied warranties, including the implied warranty of merchantability, fitness for a particular purpose, accuracy, completeness, currentness, or correctness of the product or information contained therein. This product and the information contained therein are to be used exclusively for underwriting, premium calculation and other Insurance purposes and may not be used for any other purpose including but not limited to safety scoring for project bidding purposes. All responsibility for the use of and for any and all results derived or obtained through the use of the product and information are the end user's and NCCI shall not have any liability thereto.

* Total by Policy Year of all cases $2000 or less. D Disease Loss X Ex-Medical Coverage U USL&HW

C Catastrophic Loss E Employers Liability Loss # Limited Loss

Schuyler Jan 2023 PD

[A] Academics Strand [C] Activities Strand [G] Governance and PR Strand [K] Keynote [S] School Climate Strand

[P] Support Programs Strand [T] Technology Strand [R] Transportation/Buildings & Grounds

JANUARY 16 • MONDAY

PINNED
8:00am – 9:00am

K **Opening Remarks** SCHS Auditorium (401 Adam Street, Schuyler, NE 68661)

Speakers: Dan Hoesing

All staff should attend this morning. We will hear opening remarks from Dr. Hoesing and present teacher and support staff recognition.

PINNED
9:00am – 10:15am

K **Keynote** SCHS Auditorium (401 Adam Street, Schuyler, NE 68661)

Moderators: Dan Hoesing

Speakers: Flip Flippen

Flip is founder and chairman of Flippen Group, one of the fastest-growing educator training, corporate talent, and team development companies in North America. Flippen associates give themselves relentlessly each day to "Building relationships and processes that bring out the best in people."

10:00am – 3:30pm

A **APL** Chapel Conference Room (2023 Colfax St. Schuyler, NE 68661)

Speakers: Jean Anastasio and David Perry

APL Workshop for new teachers

10:45am – 11:15am

A **2021 - 2022 NSCAS and NSCAS ACT Data Overview** TBA

Moderators: Dave Gibbons

Get an update on the Spring 2022 NSCAS Data and see how to find information in the Nebraska Education Profile

---

10:45am – 11:30am

A **CKH and EXCEL Follow-up with Dr. Sean Dunphy** TBA

Speakers: Sean Dunphy

Target Audience: Staff

10:45am – 11:30am

A **SAM Labs: K-8 STEAM, Coding, Computer Science Solutions**

Speakers: Deena Crawford

SAM Labs provides the STEAM and coding resources and tools educators need to transform the way students learn. Target Audience - Teachers; After School Program

---

10:45am – 11:30am

A **Using Renaissance with Emerging Bilingual Students (LE)** TBA

Speakers: Alexis Campbell

How to use the assessments and practice systems to help EL students. Target Audience: All teachers.

https://renaissance.zoom.us/j/96865741980?pwd=VnlXVEdKQ0RjTEZmZXQ3UDRiR1ZSQT09
Password if prompted: 253593

In addition to Zoom, we'll be using Nearpod to engage and connect adult learners during the session. No special login or software requirements are needed. We recommend that each participant has access to a device for individualized engagement.

10:45am – 11:30am

S **Flip Flippen Follow-up for Administrators** TBA

Speakers: Flip Flippen

Target Audience: Administrators and special guests

10:45am – 11:30am	P	**Survey Reviews with Food Service Staff** *Speakers: Jamie Ramirez* Target Audience: Food Service	
10:45am – 11:45am	A	**MTSS Tier 1 SEL (K-5)** *Speakers: Kendra Gustafson* How to embed SEL into what we're already doing (K-5 emphasis)	TBA
10:45am – 11:45am	T	**Canvas LMS for HS staff** *Speakers: Otis Pierce* Learn how to use the Canvas LMS to organize your class for your students. In this session we will start adding content to a course. You will create a homepage for when your students first login to Canvas, you will create an organizational structure for your course and you will create an assignment for students to complete. A flow chart will also be shared as to what type of page to create depending on how your students will be interacting with the content. Target Audience: High School Teachers	TBA
1:00pm – 1:45pm	A	**Building Inquiry in Social Studies** *Moderators: Dave Gibbons* *Speakers: Mark Brady* Mark Brady will demonstrate how to build inquiry lessons in Social Studies Target Audience: K-12 Social Studies Teachers	TBA
1:00pm – 1:45pm	A	**CTE - Deeper Dive into the New Programs of Study and Standard** *Speakers: Otis Pierce* Otis Pierce will lead our CTE teams through the new standards and strands. Target Audience: 6-12 Career & Technical Education Teachers We will be taking a deeper dive into the new Programs of Study for which start in the 2023-2024 school year. We will take a deeper look as to what has changed, how current course offerings at Schuyler line up with the new Programs of Study, and next steps.	TBA
1:00pm – 1:45pm	A	**DE Integrated Curriculum Planning** *Moderators: Becky Lefdal* Plan interdisciplinary lessons with Discovery Education	TBA
1:00pm – 1:45pm	A	**How Renaissance Star Assessments can help with the Nebraska Reading Act Law** *Speakers: Alexis Campbell* As a result of our work together your participants will know/be able to: • How Renaissance Star Assessments can help with the Nebraska Reading Act Law • How to gather data to help create the IRIP. (Individual Reading Improvement Plan) Here is the Zoom link to the session for you to send to the participants. I will log in to the session at least 15 minutes prior to the session time. https://renaissance.zoom.us/j/95677278294?pwd=WnVnS3BnaII0aUpaWlJnY0hwWnhVQT09 Password if prompted: 177205 In addition to Zoom, we'll be using Nearpod to engage and connect adult learners during the session. No special login or software requirements are needed. We recommend that each participant has access to a device for individualized engagement. Target Audience: K-3 Teachers; Limit of 30	TBA
1:00pm – 1:45pm	A	**MTSS Tier 1 SEL (6-12)** *Speakers: Kendra Gustafson* How to embed SEL into what we're already doing (6-12 emphasis)	TBA

1:00pm – 1:45pm	A	**Nebraska ELA Standards Alignment Audit** *Speakers: Brooke Koliha* Brooke Koliha will assist us with checking alignment to the NDE Standards Target Audience: K-12 ELA teachers	TBA
1:00pm – 1:45pm	A	**SAM Labs: K-8 STEAM, Coding, Computer Science Solutions** *Speakers: Deena Crawford* SAM Labs provides the STEAM and coding resources and tools educators need to transform the way students learn. Target Audience - Teachers; After School Program	
1:00pm – 1:45pm	P	**Nebraska Extension LIFT Grant planning/new Recipes** *Speakers: Jamie Ramirez, Beth Nacke*	TBA
1:00pm – 1:45pm	T	**Building a Learning Journal with Pages (20 min) and Create Animated Media in Keynote (20 min)** *Speakers: Katie Morrow* Virtual Presentation: Building a Learning Journal with Pages (20 min) and Create Animated Media in Keynote (20 min) Target Audience: All	TBA
1:00pm – 4:00pm	R	**Level 1 Van Driver Training for Para-Educators (Invitational Only)** *Speakers: Darli Vrba* This is a level 1 van driver training for para-educators that transport Special Education students. Only attend if you have received information from Mrs. Vrba.	TBA
2:00pm – 2:45pm	A	**Building Inquiry in Social Studies** *Moderators: Dave Gibbons* *Speakers: Mark Brady* Mark Brady will demonstrate how to build inquiry lessons in Social Studies	TBA
2:00pm – 2:45pm	A	**CTE - Aligning Courses and Our Programs of Study** *Speakers: Otis Pierce* Otis Pierce will lead our CTE teams through the new standards and strands. This session will go deeper than the previous session. We will dive into the standards specific course taught at Schuyler Community Schools. What standards are being taught? Where are the gaps? How do we fill those gaps? What courses are needed to make complete Programs of Study? Target Audience: 6 - 12 Career & Technical Education Teachers	TBA
2:00pm – 2:45pm	A	**ELLevation Professional Development** *Speakers: Brandi Zavadil* All teachers have access to ELLevation and all teachers have access to strategies and professional learning within that program to help better serve the needs of EL students. Target Audience - All Teachers	TBA

2:00pm – 2:45pm	A	**Motivate your students with STAR Goals** *Speakers: Kayla Smith* As a result of our work together your participants will know/be able to: • Why setting growth goals for students is valuable • What type of goals to set for specific students • How to incorporate Star computer-adaptive assessments into their intervention practices Here is the Zoom link to the session for you to send to the participants. I will log in to the session at least 15 minutes prior to the session time. https://renaissance.zoom.us/j/96730059708?pwd=RnJmT3NZWFVuM3RidVNkYmh6MWNrQT09&from=addon Password if prompted: 938565 In addition to Zoom, we'll be using Nearpod to engage and connect adult learners during the session. No special login or software requirements are needed. We recommend that each participant has access to a device for individualized engagement. Target Audience: K-12 Teachers especially ELA & Math. Limited to 30 participants	TBA
2:00pm – 2:45pm	A	**MTSS Tier 1: Strengthening the Core** *Speakers: Kendra Gustafson* MTSS requires strong Tier 1 strategies. How can we strengthen what we're already doing?	TBA
2:00pm – 2:45pm	A	**Nebraska ELA Standards Alignment Audit** *Speakers: Brooke Koliha* Brooke Koliha will assist us with checking alignment to the NDE Standards Target Audience: K-12 ELA Teachers	TBA
2:00pm – 2:45pm	A	**SAM Labs: K-8 STEAM, Coding, Computer Science Solutions** *Speakers: Deena Crawford* SAM Labs provides the STEAM and coding resources and tools educators need to transform the way students learn. Target Audience - Teachers; After School Program	
2:00pm – 2:45pm	P	**Narcan Presentation** *Speakers: ECDHD* Learn what Narcan is and why it is important in our schools. Target Audience: All	TBA
2:00pm – 2:45pm	T	**Design a digital whiteboard in Numbers (20 min) and Make your first movie with iMovie or clips (20 min)** *Speakers: Katie Morrow* Virtual Presentation: Design a digital whiteboard in Numbers (20 min) and Make your first movie with iMovie or Clips (20 min) Target Audience: All	TBA
3:00pm – 3:45pm	A	**After School Program Supports** *Speakers: Guadalupe Encarnacion, Kimmi Viquez* Come see what the Afterschool Program does for your students and how you can support their efforts Target Audience: All	TBA

3:00pm – 3:45pm	A	**SAM Labs: K-8 STEAM, Coding, Computer Science Solutions** *Speakers: Deena Crawford* SAM Labs provides the STEAM and coding resources and tools educators need to transform the way students learn. Target Audience - Teachers; After School Program	
3:00pm – 3:45pm	A	**The Science of Reading** *Speakers: Brooke Koliha* Brooke Koliha will present information on the science of reading Target Audience: All but especially K-3 teachers	TBA
3:00pm – 3:45pm	A	**What does MTSS mean for me?** *Speakers: Kendra Gustafson* How will movement to the MTSS process affect my classroom? Target Audience: Teachers, paras, administrators	TBA
3:00pm – 3:45pm	A	**What is a Cognia Accreditation Engangement Review** *Speakers: Dave Gibbons* Dave will let us know what to expect with our upcoming Cognia Visit Target Audience: All	TBA
3:00pm – 3:45pm	P	**Conflict Resolution Strategies** *Moderators: Darli Vrba* *Speakers: April Becker* Learn Conflict Resolution Strategies Target Audience: Teachers, Paras, Administrators	TBA
3:00pm – 3:45pm	T	**Augmented Reality 101** *Speakers: Katie Morrow* Virtual Presentation: See how Apple products support Augmented Reality Target Audience: All	TBA

[A] Academics Strand [C] Activities Strand [G] Governance and PR Strand [K] Keynote [S] School Climate Strand

[P] Support Programs Strand [T] Technology Strand [R] Transportation/Buildings & Grounds

JANUARY 17 • TUESDAY

PINNED 8:00am – 9:45am	K	**Keynote: Safe and Secure Schools** *Moderators: Joey Lefdal* *Speakers: Dennis Lewis*	TBA
10:00am – 10:45am	A	**EL Classroom Strategies** *Moderators: Brandi Zavadil* *Speakers: Evelyn Recinos* Evelyn Recinos will present on effective classroom strategies for EL students Target Audience: All Teachers	TBA
10:00am – 10:45am	A	**Math Instructional Shifts** *Speakers: Marci Ostemeyer* Marci Ostemeyer will talk about instructional shifts in the new Math Standards Target Audience: K-12 Math Teachers; especially K-5	TBA
10:00am – 10:45am	A	**MTSS Tier 1: Strengthening the Core** *Speakers: Kendra Gustafson* MTSS requires strong Tier 1 strategies. How can we strengthen what we're already doing? Target Audience:Teachers, administrators	TBA
10:00am – 10:45am	A	**Nebraska Social Studies Standards Alignment Audit** *Speakers: Mark Brady* Mark Brady will help with checking curriculum alignments and scope & sequence Target Audience: K-12 Social Studies Teachers	TBA
10:00am – 10:45am	A	**No Small Matter** *Speakers: Kim Parsons* Kim Parsons will show a video on the importance of Early Childhood instruction. Target Audience: All	
10:00am – 10:45am	S	**Lockdown vs. Lockout** *Moderators: Joey Lefdal* *Speakers: John Shelton* Lockdown vs Lockout - a review of the differences based upon best practice responses as recognized by the National Education Association. Target Audience - all	
10:00am – 10:45am	S	**NeMTSS - SEL** *Speakers: Jll Guenther*	TBA

10:00am – 10:45am	S	**Rooms** *Speakers: Kady Arps* Rooms - Zoom with Ian Thomas /Nick Lewis- questions and answers to get everything ready to roll out the following week with Parents	
10:00am – 10:45am	T	**(Challenge Based Learning - Community Engagement beyond MLK Day) Help Shape a Healthier Society through Challenge Based Learning.** *Speakers: Katie Morrow* Help Shape a Healthier Society through Challenge Based Learning In honor of MLK Day, learn about Apple's newest K-12 Challenge centered on Health and Wellness. Understand more about the Challenge Based Learning framework to help you design and implement a solution to the "Help Shape a Healthier Society" challenge and more. Explore the free resources for use within your community, and don't miss this opportunity to learn how you can be a part of the movement and take action to make a difference wherever you are. apple.co/challengeforchange Target Audience: All	TBA
10:00am – 10:45am	R	**Meyers Lab** *Moderators: Ronnie Mundil* *Speakers: Chad Schlapia* Meyers Lab presentation Target Audience: Maintenance and House Keeping crews	TBA
10:00am – 11:45am	A	**Everyone Will Love Math After This** *Moderators: Bill Comley* *Speakers: Deb Romanek* Deb Romanek, Early Mathematics Education Specialist at Nebraska Children and Families Foundation will present about some engaging Math strategies for PK-5 teachers.	TBA
10:00am – 3:30pm	A	**APL** *Speakers: Jean Anastasio and David Perry* APL Workshop for new teachers	Chapel Conference Room (2023 Colfax St. Schuyler, NE 68661)
10:00am – 4:00pm	A	**DE Innovator PD Session 4** *Speakers: Becky Lefdal* **Our Fourth STEM LC PD day for both our Innovators and First Followers!**	District Office Building (120 W. 20th Street, Schuyler, NE 68661)
11:00am – 11:45am	A	**EL Classroom Strategies** *Moderators: Brandi Zavadil* *Speakers: Evelyn Recinos* Evelyn Recinos will present on effective classroom strategies for EL students Target Audience: Teachers, paras and administrators	TBA
11:00am – 11:45am	A	**Math Standards Alignment** *Speakers: Marci Ostemeyer* A discussion of priorities in the new Math Standards. PK12 Math teachers	TBA

11:00am – 11:45am	A	**Nebraska Social Studies Standards Alignment Audit** *Speakers: Mark Brady* Mark Brady will help with checking curriculum alignments and scope & sequence	TBA
11:00am – 11:45am	A	**No Small Matter** *Speakers: Kim Parsons* Kim Parsons will show a video on the importance of Early Childhood instruction. Target Audience: All	
11:00am – 11:45am	A	**What does MTSS mean for me?** *Speakers: Kendra Gustafson* How will movement to the MTSS process affect my classroom? Target Audience: All	TBA
11:00am – 11:45am	C	**Activity Funds/Activity Transportation** *Speakers: Kady Arps, Renee Brabec, Shelley Friesz, Travis Steinhoff* Purchase orders, transportation requests, etc for Coaches and Sponsors	
11:00am – 11:45am	S	**Safety Plan Review** *Moderators: Joey Lefdal* *Speakers: John Shelton* Safety Plan Review - an overview of the current safety plan for the school district that addresses mitigation planning for emergencies. Target Audience: All	
11:00am – 11:45am	S	**School House Bullies** *Moderators: Joey Lefdal* *Speakers: Dennis Lewis* Keynote presenter Dennis Lewis will talk about bullying Target Audience: Teachers, Paras, Administrators	TBA
11:00am – 11:45am	T	**(Lesson integration with Apple tools) Elevate Lessons and Inspire Learning with iPad** *Speakers: Katie Morrow* Elevate Lessons and Inspire Learning with iPad Bring creativity to lessons you teach everyday. This session will help you make the most of iPad through each phase of your lesson to enable students to activate prior knowledge, explore a topic more deeply, and apply understanding. Explore built-in features and download templates for inspiration. Then connect with others for even more lesson integration ideas in the new Apple Education Community Forum. http://education.apple.com Target Audience:Teachers, Paras, Administrators	TBA

11:00am – 11:45am	R	**Review Updated Transportation and Facilities Plan** *Speakers: Dan Hoesing, Ronnie Mundil* Explore the updated transportation and facilities plan Target Audience: All	TBA
1:00pm – 1:45pm	A	**Math Instructional Shifts** *Speakers: Marci Ostemeyer* Marci Ostemeyer will talk about instructional shifts in the new Math Standards	TBA
1:00pm – 1:45pm	A	**Speech: What Are the Components of Services** *Moderators: Darli Vrba* *Speakers: Christina Hancock, Tricia Spieker, Bailey Svoboda* Presentation on Speech Services Target Audience: All	TBA
1:00pm – 1:45pm	S	**Active Shooter Response** *Moderators: Joey Lefdal* *Speakers: John Shelton* Active Shooter Response - a review of best practice response/mitigation for Active Shooter Response planning, training and follow up. Target Audience: All; Safety Committee	
1:00pm – 1:45pm	S	**Teacher Tools for Safe Classroom** *Moderators: Joey Lefdal* *Speakers: Dennis Lewis* Keynote presenter Dennis Lewis will present on a safe classroom environment Target Audience: All	TBA
1:00pm – 1:45pm	P	**Supporting Students with Anxiety** *Moderators: Paula Kment* *Speakers: Sarah Preston* Sarah Preston MPH, LICSW, PLADC. will be covering mental health topics and anxiety tools for teachers with students.	
1:00pm – 1:45pm	T	**(Productivity and new features with built-in tools and apps) Tips and Tricks for Teachers with Mac & iPad** *Speakers: Katie Morrow* Tips and Tricks for Teachers with Mac & iPad Discover a wealth of fun and simple ideas for using built-in apps and features of both iPad and Mac. Designed for teachers, these tips can help you save time on daily tasks, stay organized, create instructional resources, and more. Target Audience: Teachers	TBA

1:00pm – 2:45pm	A	**Family Math Activities** *Moderators: Bill Comley* *Speakers: Deb Romanek* Deb Romanek, Early Mathematics Education Specialist at Nebraska Children and Families Foundation will present about some family engagement strategies in Math for PK-5 teachers.	TBA
1:00pm – 2:45pm	P	**CPR/AED/Nebulizer presentation** *Speakers: Tori Oehlrich* Our School Nurses will present on CPR, the AEDs and Nebulizer. This session could spill into the 2:00pm to 2:45pm session depending on the number of participants. This would be great for everyone, especially those who are on emergency response teams or those who work in buildings that do not have a nurse in their building full-time Target Audience: All	TBA
1:00pm – 3:15pm	R	**Van and Bus Driver Training** *Speakers: Ronnie Mundil* Mandatory Training for Bus Drivers. Target Audience - Anyone who drives a bus	SCHS Room 23
2:00pm – 2:45pm	A	**Math Standards Alignment** *Speakers: Marci Ostemeyer* A discussion of priorities in the new Math Standards. Target Audience PK12 Math	TBA
2:00pm – 2:45pm	A	**MTSS Tier 1 SEL (6-12)** *Speakers: Kendra Gustafson* How to embed SEL into what we're already doing (6-12 emphasis)	TBA
2:00pm – 2:45pm	A	**Using the Renaissance Ecosystem to Facilitate Small Group Instruction** *Speakers: Dave Gibbons* Small group instruction has shown to produce a four month gain in student learning; Dave will show how to use Renaissance products to reduce planning time Target Audience: Teachers, paras, administrators, Language Arts & Math	TBA
2:00pm – 2:45pm	C	**Striv: Behind the Scenes, Watching from Home, & What's Next** *Moderators: Travis Steinhoff* *Speakers: Shanda Hall* A deeper dive into the inner workings of Striv TV Target Audience: All	SCHS West Gym
2:00pm – 2:45pm	S	**Incident Command Systems** *Moderators: Joey Lefdal* *Speakers: John Shelton* Incident Command System - a review of best practice response for managing and organizing for any emergency / event. Target Audience: All	

2:00pm – 2:45pm S **Navigate 360 Q & A**

Speakers: Max Hitchcock

- Overview of your Emergency Management Suite Subscription
  - Key features
  - Best practices
  - Available training options

2:00pm – 2:45pm P **Supporting Students with Anxiety**

Moderators: Paula Kment

Speakers: Sarah Preston

Sarah Preston MPH, LICSW, PLADC. will be covering mental health topics and anxiety tools for teachers with students.

2:00pm – 2:45pm T **Apple Classroom - A Teacher Assistant Assigned to Each of Your Students!** TBA

Speakers: Jeff Droge, Jeff Duranski

Apple Classroom is an app for teachers, not students. Think of the app this way....it's a set of eyes watching each and every student in your classroom every period of every day. Furthermore, the app provides you, the teacher, with an automated summary report of each of your student's time on their iPad while in your classroom after each period. Raise your hand if you would like a personal teacher assistant for every student you teach each and every day!

3:00pm – 3:45pm A **Math Standards Alignment** TBA

Speakers: Marci Ostemeyer

A discussion of priorities in the new Math Standards. This is time for teachers to prioritize math standards. Begin writing Proficiency Scale, etc.

Target Audience: K-12 Math Teachers

3:00pm – 3:45pm A **MTSS Tier 1 SEL (K-5)** TBA

Speakers: Kendra Gustafson

How to embed SEL into what we're already doing (K-5 emphasis)

Target Audience: Teachers, Paras, Administrators

3:00pm – 3:45pm A **Project Assets (EL Workshop)** TBA

Moderators: Brandi Zavadil

Speakers: Allyson DeBeste

This Project is for Nebraska K-12 educators who work with multilingual learners and would like to benefit from job-embedded professional development, a Community of Practice (CoP) to support implementation, and a network of ongoing support to improve outcomes for our multilingual learners.

Target Audience: Teachers

3:00pm – 3:45pm C **Striv: Behind the Scenes, Watching from Home, & What's Next** SCHS West Gym

Moderators: Travis Steinhoff

Speakers: Shanda Hall

A deeper dive into the inner workings of Striv TV

Target Audience: All

3:00pm – 3:45pm	G	**HR with Support Staff** *Speakers: Penny Janousek* HR for Support Staff - Penny Janousek; Non-Certified Coaching, Salary, Benefits, Negotiations, Where your money goes, etc Target Audience: Support Staff	
3:00pm – 3:45pm	S	**Introduction and Open Discussion with the Colfax County Attorney** *Speakers: Bruce Prenda* Meet the new Colfax County District Attorney Target Audience: All	
3:00pm – 3:45pm	S	**Safe and Secure Schools** *Moderators: Joey Lefdal* *Speakers: Dennis Lewis* Target Audience: All	
3:00pm – 3:45pm	T	**Behavior & Referrals - How to Enter Incidents into Infinite Campus** *Speakers: Kim Powell* This session will primarily focus on showing teachers how to enter student behavior incidents into Infinite Campus. If time permits, general Infinite Campus questions may be addressed to Kim whether it's questions concerning the grade book, attendance, or you name it.	TBA
3:00pm – 3:45pm	T	**Navigate 360 Overview** View the Navigate 360 support system Target Audience: All	TBA

[A] Academics Strand [C] Activities Strand [G] Governance and PR Strand [K] Keynote [S] School Climate Strand

[P] Support Programs Strand [T] Technology Strand [R] Transportation/Buildings & Grounds

JANUARY 18 • WEDNESDAY

PINNED
8:30am – 9:45am

K **When Coffee Isn't Enough: Strategies for Self-Care & Empowerment**
Moderators: Paula Kment SCHS Auditorium (401 Adam Street, Schuyler, NE 68661)
Speakers: Jen McNally
Jen McNally is the Director of Mental Health and Wellness/Psychotherapist at ESU 5

10:00am – 10:45am

A **ICEV CTE Certifications Overview** TBA
Speakers: Nicole Hill
CTE Teams can learn about the certifications available in the iCEV platform

Target Audience: 6-12 CTE Teachers

10:00am – 10:45am

A **The Science of Reading: How Can I Support Evidence-based Practices as a Paraprofessional**
Speakers: Kathy L Kennedy
This is the first of five sessions for paras to learn to support students in reading. Paras should plan to attend all five sessions.

The research is clear……an effective literacy program includes instruction in the five pillars of literacy instruction to include: phonemic awareness; systematic and sequential phonics; fluency; vocabulary; and text comprehension strategies. The strongest elements of each are incorporated into a literacy framework that aims to guide students toward proficient and lifelong reading. During these mini-workshop sessions, participants will learn ways to integrate the pillars into the small group or individualized instruction.
Session 1: Phonemic Awareness Instructional Strategies – 45 minutes (K-2 Paraprofessionals)
Session 2: Phonics Instructional Strategies – 45 minutes (K-2 Paraprofessionals)
Session 3: Vocabulary Strategies – 45 minutes (K-12 Paraprofessionals)
Session 4: Fluency Strategies – 45 minutes (K-12 Paraprofessionals)
Session 5: Comprehension Strategies – 45 minutes (K-12 Paraprofessionals)

10:00am – 10:45am

S **Lockdown vs. Lockout**
Moderators: Joey Lefdal
Speakers: John Shelton
Lockdown vs Lockout - a review of the differences based upon best practice responses as recognized by the National Education Association.

Target Audience All

10:00am – 10:45am

S **Rooms**
Speakers: Kady Arps
Rooms - Zoom with Ian Thomas /Nick Lewis- questions and answers to get everything ready to roll out the following week with Parents

10:00am – 10:45am

P **Current Drug Trends** TBA
Speakers: Jacob Holtorf
Learn what is new and what is going around

Target Audience: All

10:00am – 10:45am T **Troubleshooting Apple TV and streaming Videos** TBA

Speakers: Jeff Duranski

Keep your Apple TV and video streaming running smooth

Target Audience: Teachers, Administrators

10:00am – 11:45am A **Differentiation for EL's in the Classroom** TBA

Moderators: Brandi Zavadil

Speakers: Anne Hubbell

Session Objectives: Discuss the principles of language acquisition instruction for English learners. Make connections between the ELP standards and our content area standards. Explore strategies to differentiate for English learners at the emerging and progressing stages of language acquisition. Apply strategies to our teaching context and generate a lesson plan incorporating ELP standards and strategies to differentiate for our EL students.

For All grades and All content areas

10:00am – 3:30pm A **APL** Chapel Conference Room (2023 Colfax St. Schuyler, NE 68661)

Speakers: Jean Anastasio and David Perry

APL Workshop for new teachers

11:00am – 11:45am A **iCEV Overview** TBA

Speakers: Nicole Hill

How to best use the iCEV site

Target Audience: CTE Teachers (We don't currently have iCEV at the middle school level, but we could add it if there is a need.)

11:00am – 11:45am A **The Science of Reading: How Can I Support Evidence-based Practices as a Paraprofessional**

Speakers: Kathy L Kennedy

This is the second of five sessions for paras to learn to support students in reading. Paras should plan to attend all five sessions.

The research is clear……an effective literacy program includes instruction in the five pillars of literacy instruction to include: phonemic awareness; systematic and sequential phonics; fluency; vocabulary; and text comprehension strategies. The strongest elements of each are incorporated into a literacy framework that aims to guide students toward proficient and lifelong reading. During these mini-workshop sessions, participants will learn ways to integrate the pillars into the small group or individualized instruction.

Session 1: Phonemic Awareness Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 2: Phonics Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 3: Vocabulary Strategies – 45 minutes (K-12 Paraprofessionals)

Session 4: Fluency Strategies – 45 minutes (K-12 Paraprofessionals)

Session 5: Comprehension Strategies – 45 minutes (K-12 Paraprofessionals)

11:00am – 11:45am G **HR With Certified Staff**

Speakers: Penny Janousek

HR with Certified Staff - Penny Janousek; Non-Certified coaching, negotiations, salary, insurance, benefits, where your money goes

Target Audience: Certified Staff

11:00am – 11:45am	S	**Safety Plan Review** *Moderators: Joey Lefdal* *Speakers: John Shelton* Safety Plan Review - an overview of the current safety plan for the school district that addresses mitigation planning for emergencies. Target Audience: All	
11:00am – 11:45am	P	**Current Drug Trends** *Speakers: Jacob Holtorf* Learn what is new and what is going around Target Audience: All	TBA
11:00am – 11:45am	P	**Wellness Planning That Works!** *Speakers: Jen McNally* Target Audience: All	SCHS Auditorium (401 Adam Street, Schuyler, NE 68661)
11:00am – 11:45am	T	**Apple Classroom - A Teacher Assistant Assigned to Each of Your Students!** *Speakers: Jeff Droge, Jeff Duranski* Apple Classroom is an app for teachers, not students. Think of the app this way....it's a set of eyes watching each and every student in your classroom every period of every day. Furthermore, the app provides you, the teacher, with an automated summary report of each of your student's time on their iPad while in your classroom after each period. Raise your hand if you would like a personal teacher assistant for every student you teach each and every day!	TBA
1:00pm – 1:45pm	A	**Dual Language Program** *Moderators: Heather Bebout* *Speakers: Evelyn Recinos* The Dual Language Teachers will show what goes on in our Dual Language instruction Target Audience: All	TBA
1:00pm – 1:45pm	A	**iCEV Deep Dive** *Speakers: Nicole Hill* Deep Dive in the iCEV site Target Audience:CTE Teachers	TBA

1:00pm – 1:45pm A **The Science of Reading: How Can I Support Evidence-based Practices as a Paraprofessional**

Speakers: Kathy L Kennedy

This is the third of five sessions for paras to learn to support students in reading. Paras should plan to attend all five sessions.

The research is clear……an effective literacy program includes instruction in the five pillars of literacy instruction to include: phonemic awareness; systematic and sequential phonics; fluency; vocabulary; and text comprehension strategies. The strongest elements of each are incorporated into a literacy framework that aims to guide students toward proficient and lifelong reading. During these mini-workshop sessions, participants will learn ways to integrate the pillars into the small group or individualized instruction.

Session 1: Phonemic Awareness Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 2: Phonics Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 3: Vocabulary Strategies – 45 minutes (K-12 Paraprofessionals)

Session 4: Fluency Strategies – 45 minutes (K-12 Paraprofessionals)

Session 5: Comprehension Strategies – 45 minutes (K-12 Paraprofessionals)

1:00pm – 1:45pm S **Incident Command Systems**

Moderators: Joey Lefdal

Speakers: John Shelton

Incident Command System - a review of best practice response for managing and organizing for any emergency / event.

Target Audience: All

1:00pm – 1:45pm P **Narcan Presentation** TBA

Speakers: ECDHD

Learn what Narcan is and why it is important in our schools

1:00pm – 1:45pm T **Flocabulary** TBA

Speakers: Cathy Luce

Check out this fun, engaging way to expand students' vocabulary. This site covers all content areas, including Social Emotional Learning and Current Event.

Target Audience: Teachers

1:00pm – 2:45pm A **Differentiation for EL's in the Classroom** TBA

Moderators: Brandi Zavadil

Speakers: Anne Hubbell

Session Objectives: Discuss the principles of language acquisition instruction for English learners. Make connections between the ELP standards and our content area standards. Explore strategies to differentiate for English learners at the emerging and progressing stages of language acquisition. Apply strategies to our teaching context and generate a lesson plan incorporating ELP standards and strategies to differentiate for our EL students.

For All Content Areas and All Grade Levels

1:00pm – 2:45pm C **Create Your Organization's Game Plan** TBA

Speakers: Mike Lucas

Developing a positive culture for your team.

Target Audience: Coaches, Sponsors

1:00pm – 2:45pm	S	**SRO Panel with Troy Loeffelholz** *Speakers: Joey Lefdal, Dr. Troy Loeffelholz* Panel Discussion on the use of an SRO; Panelists: Troy Loeffelholz Columbus Randy Gilsen Blair Josh McDowell, Crete John Hakonson, Lexington Jeff Edwards, GI Northwest Josh Fields, Seward Mitch Barthelomew, York Target Audience: All	
1:00pm – 2:45pm	P	**Trauma: The Ripple Effect** *Speakers: Jen McNally*	SCHS Auditorium (401 Adam Street, Schuyler, NE 68661)
2:00pm – 2:45pm	A	**Facilitating IEP's Effectively and Efficiently** *Speakers: April Becker, Darli Vrba* Target Audience: K-12 Special Education Teachers	
2:00pm – 2:45pm	A	**iCEV Deep Dive** *Speakers: Nicole Hill* Deep Dive in the iCEV site	TBA
2:00pm – 2:45pm	A	**No Small Matter** *Speakers: Kim Parsons* Kim Parsons will show a video on the importance of Early Childhood instruction. Target Audience: All	
2:00pm – 2:45pm	A	**The Science of Reading: How Can I Support Evidence-based Practices as a Paraprofessional** *Speakers: Kathy L Kennedy* This is the fourth of five sessions for paras to learn to support students in reading. Paras should plan to attend all five sessions. *The research is clear……an effective literacy program includes instruction in the five pillars of literacy instruction to include: phonemic awareness; systematic and sequential phonics; fluency; vocabulary; and text comprehension strategies. The strongest elements of each are incorporated into a literacy framework that aims to guide students toward proficient and lifelong reading. During these mini-workshop sessions, participants will learn ways to integrate the pillars into the small group or individualized instruction.* *Session 1: Phonemic Awareness Instructional Strategies – 45 minutes (K-2 Paraprofessionals)* *Session 2: Phonics Instructional Strategies – 45 minutes (K-2 Paraprofessionals)* *Session 3: Vocabulary Strategies – 45 minutes (K-12 Paraprofessionals)* *Session 4: Fluency Strategies – 45 minutes (K-12 Paraprofessionals)* *Session 5: Comprehension Strategies – 45 minutes (K-12 Paraprofessionals)*	
2:00pm – 2:45pm	A	**Using the Renaissance Ecosystem to Facilitate Small Group Instruction** *Speakers: Dave Gibbons* Small group instruction has shown to produce a four month gain in student learning; Dave will show how to use Renaissance products to reduce planning time Target Audience: Teachers (especially Math and Language Arts)	TBA

2:00pm – 2:45pm	S	**Active Shooter Response** *Moderators: Joey Lefdal* *Speakers: John Shelton* Active Shooter Response - a review of best practice response/mitigation for Active Shooter Response planning, training and follow up. Target Audience: All
2:00pm – 2:45pm	P	**Schuyler Teammates** *Speakers: Tami Wilshusen* Information about changes to the program and what you can do to get involved. Target Audience: All
2:00pm – 2:45pm	T	**Eduroam Allows Staff to Stream Media Without Asking Droge to Unblock It?** *Speakers: Jeff Droge* It's true! The day has finally arrived! Eduroam is here at SCS! Attendees will learn what Eduroam is all about and better yet, attendees will learn how eduroam and our new filter server work together to allow our staff access to streaming media (Netflix, Hulu, Disney+, Amazon Prime, etc...) while blocking it from students.
3:00pm – 3:45pm	A	**Developing and Writing Effective and Meaningful IEPs for Our Students** *Speakers: April Becker, Darli Vrba* Target Audience: K12 Special Education Teachers
3:00pm – 3:45pm	A	**Differentiation for EL's in the Classroom** TBA *Moderators: Brandi Zavadil* *Speakers: Anne Hubbell* Hear Anne Hubbel from the NDE Title III/English Language Development Office discuss strategies and plans for differentiation for EL students.
3:00pm – 3:45pm	A	**iCEV Deep Dive** TBA *Speakers: Nicole Hill* Deep Dive in the iCEV site
3:00pm – 3:45pm	A	**No Small Matter** *Speakers: Kim Parsons* Kim Parsons will show a video on the importance of Early Childhood instruction. Target Audience: All

3:00pm – 3:45pm A **The Science of Reading: How Can I Support Evidence-based Practices as a Paraprofessional**

Speakers: Kathy L Kennedy

This is the fifth of five sessions for paras to learn to support students in reading. Paras should plan to attend all five sessions.

The research is clear……an effective literacy program includes instruction in the five pillars of literacy instruction to include: phonemic awareness; systematic and sequential phonics; fluency; vocabulary; and text comprehension strategies. The strongest elements of each are incorporated into a literacy framework that aims to guide students toward proficient and lifelong reading. During these mini-workshop sessions, participants will learn ways to integrate the pillars into the small group or individualized instruction.

Session 1: Phonemic Awareness Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 2: Phonics Instructional Strategies – 45 minutes (K-2 Paraprofessionals)

Session 3: Vocabulary Strategies – 45 minutes (K-12 Paraprofessionals)

Session 4: Fluency Strategies – 45 minutes (K-12 Paraprofessionals)

Session 5: Comprehension Strategies – 45 minutes (K-12 Paraprofessionals)

3:00pm – 3:45pm C **Coaches and Activities Director Meeting** TBA

Speakers: Andy Banahan, Alicia Keairnes, Travis Steinhoff

Meeting for coaches and Activity Directors

Target Audience: Coaches

3:00pm – 3:45pm S **Introduction and Open Discussion with the Colfax County Attorney** TBA

Speakers: Bruce Prenda

Come meet the new Colfax County Attorney

Target Audience: All

3:00pm – 3:45pm P **Schuyler Teammates**

Speakers: Tami Wilshusen

Information about changes to the program and what you can do to get involved.

Target Audience: All

3:00pm – 3:45pm T **Infinite Campus Q & A for Teachers** TBA

Speakers: Kim Powell

Kim has over 15 years of IC experience. Here's your chance to ask questions concerning Infinite Campus!

3:00pm – 3:45pm T **What Can Apple Do for You?** TBA

Speakers: Cathy Luce

I will explore the updated Apple Education website that has tools and ideas and also talk about what Apple Certifications look like.

Target Audience: Teachers, Administrators
