Schuyler Community Schools
Board of Education Regular Meeting
Monday, January 13, 2020 6:30 PM
Schuyler Central High School Music Room
120 W. 20th St.
Schuyler, NE 68661-2400

Attendance Taken at 6:32 PM.

Mynor Hernandez:	Absent
Richard Brabec:	Present
Nina Lanuza:	Present
Chuck Misek:	Present
Virginia Semerad:	Present
Brian Vavricek:	Present

Present: 5, Absent: 1.

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. Election of 2020 Board Offices

2019 Board Offices

President: Rich Brabec
Vice President - Brian Vavricek
Secretary - Virginia Semerad
Treasurer - Chuck Misek
NASB Delegate - Rich Brabec
Recording Secretary - Sally Jakub

2020 Board Offices

President -
Secretary -
NASB Delegate -

Vice President -
Treasurer -
Recording Secretary -

II.A. Board 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 President of the Board of Education - Semerad nominated Richard Brabec as President of the Board of Education. Motion by Misek to cease nominations: seconded by Vavricek. Richard Brabec was elected by a unanimous vote.

II.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 of Board of Education - Semerad nominated Brian Vavricek as Vice President of the Board of Education. Brabec moved that the nominations cease; Misek seconded the motion. Brian Vavricek was elected by unanimous vote.

II.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 Board of Education -Brabec nominated Virginia Semerad as Secretary of the Board of Education Brabec made a motion that the nominations cease; Vavricek seconded the motion. Virginia Semerad was elected Secretary of the Board of Education by a unanimous vote.

II.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 of Board of Education - Brabec nominated Chuck Misek to serve as the Treasurer of the Board of Education. Semerad made a motion that the nominations cease; Vavricek seconded the motion. Chuck Misek was elected by unanimous vote to serve as the Treasurer of the Board of Education.

II.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 of the Board of Education - Vavricek nominated Richard Brabec to serve as the NASB Representative on the Board of Education. Semerad made a

motion that the nominations cease; Vavricek seconded the motion. Richard Brabec was elected by unanimous vote to serve as the NASB Representative on the Board of Education.

II.F. Recording Secretary

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

Brabec appointed Sally Jakub to serve as recording secretary to the Board of Education for the 19-20 school year.

II.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.

Foundation Committee: Responsible for working with the Schuyler Community Schools Foundation. **2 Members Required in Bylaws.** Foundation meets the first Monday of the month at 12:00 PM. **(2019 - Brian Vavricek and Virginia Semerad)**

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**. **(2019 - Virginia Semerad, Alejandrina Lanuza, Mynor Hernandez)**

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. **(2019 - Virginia Semerad, Alejandrina Lanuza, Rich Brabec)**

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**. (2019 - Mynor Hernandez, Alejandrina Lanuza, Chuck Misek)**

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. (2019 - 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. **(2019 - Chuck Misek, Rich Brabec, Brian Vavricek)**

* 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 appointed to conform to statute. The superintendent shall be an ex-officio member of all such committees**.**

The board president will be assigning the committee assignments next month.

III. Approval of Consent Agenda
Discuss, Consider and Take Action on the consent agenda
Motion to approve the consent agenda Passed with a motion by Chuck Misek. Mynor Hernandez: Absent, Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

III.A. Agenda

III.B. Minutes

III.C. Acceptance of Claims

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

III.D. Financial

III.E. Other Listed Reports

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

IV.A. Recognition of visitors and guests

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

IV.C. Student Representative's Report
School Board Meeting Report

- Student Council donated to the food pantry with the donations from the dodgeball tournament as well as donations from Student Council members
- Donated all of our remaining children's size spirit wear
- Boys Basketball won their Madison, Plattsmouth, and David City games
- Student Council ran an Ugly Christmas Sweater Contest
- Girls basketball are selling popcorn and warrior apparel as a fundraiser

V. Action Items

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

V.A.1. Consider, discuss, and take action to approve new hire recommendation

1. Leigh Hesse**:** SES Special Education Teacher
Due to the lack of qualified candidates for the special education teaching position in the fall, we hired substitute teachers to fill this position and now have a qualified candidate at mid-term.
2. Dulce Adame: SES High Needs Para Educator
3. Wanda Juan: Preschool Para Educator
4. Diana Mondragon: SES Para Educator

Motion to approve new hire recommendation as presented. Passed with a motion by and a second by Nina Lanuza.
Mynor Hernandez: Absent, Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

V.A.2. Consider, discuss, and take action to review superintendent's evaluation and approve renewal of the superintendent's contract.

The negotiations committee is recommending extending the superintendent's contract as presented below:

In compliance with the superintendent Pay Transparency Act, the board of education will consider a two-year contract extension for Dr. Daniel J. Hoesing at their regular January board meeting. The contract extends the current two-year contract (2019-20, 2020-21) for an additional year (2020-21, 2021-22). The proposed contract includes a salary increase from $179,000 to $184,000 (2.98%). Benefit plan: Health Insurance deductible of $1,200 and an option to accept a reduction in salary to contribute to an employer paid non-elective 403B Contribution. All other contract provisions remain unchanged. The current and proposed superintendent contracts are attached below and posted on the lower right hand corner of the main district website. https://ne02214621.schoolwires.net/Page/597
Motion to approve the 2020-2021 superintendent's contract as presented. Passed with a motion by Richard Brabec.
Mynor Hernandez: Absent, Richard Brabec: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

VI. Discussion Items and Reports

VI.A. Initial discussion on 2020-21 School Calendar

Attached is the first draft of the 2020-21 school calendar with 2019-20 corresponding dates. The board committee will meet in February to consider input from staff. Our goal is to have the calendar ready for board approval in March.

VI.B. Principals Reports

Preschool/3-5 Principal's Report: Mr. Comley
Program/Staff Member Spotlight: This month I would like to highlight Kris Svehla. Mrs. Svehla is a 4th grade teacher at SES. Mrs Svehla is an outstanding teacher that goes above and beyond in the school. She has done a great job with making curriculum changes that make SES a better school. Mrs. Svehla has also done an outstanding job of mentoring new teachers and has them well on their way to also being teacher leaders. I want to thank Mrs. Svehla for everything she has done and making SES and Schuyler a better place to be.

SES Kindergarten-2nd Grade Principal's Report: Mr. Kovar
Program/staff Member Spotlight: I would like to highlight a couple of people in a unique situation. Elyse Belina is a special education teacher in the high needs room here at Schuyler Elementary. Mrs. Belina does an outstanding job managing her paras, and building solid relationships with her students and their parents. This is so important in that room to have the trust of the families, when they leave their special students with us. Well from Thanksgiving to Christmas, Mrs. Belina was on maternity leave, but we were lucky enough to have Deb Farley come in as her long-term sub. Mrs. Farley did a great job filling in, and we were very lucky to have her. She made the most of a difficult situation during a difficult time here at the Elementary. Now that Mrs. Belina is back, and students are back, we can all get back into the routine that these special students so vitally need. We consider ourselves lucky to have had two great people in that room!

Rural Schools Principal's Report: Ms. Bebout
Program/Staff Member Spotlight: Tasha Eldridge is the new music/band teacher at Fisher's and Richland Schools. This is her first year working for our district. Tasha has done an amazing job with the music and band program at the rural schools. In November she held a Veterans Day program. The songs the students sang were very patriotic and meant a lot to the Veterans who attended the program. In December she held a Christmas musical called 'The Grumps of Ring-a-Ding Town. The music was outstanding. Students held speaking and singing parts! Both performances received great reviews from the audience!! Band is also going well this year. The students are starting to prepare for competition in the spring. Tasha has been a wonderful addition to the rural school staff!
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 the beginning of the year. She has also worked in Sidney/Farragut, Iowa and Gillette, Wyoming. Tasha is married to Michael and has three children; Nathaniel-9, Jacob-7, and Olivia-4. Tasha has a Bachelor of Music Degree (emphasis in Piano) and a Masters in Education. I am excited to see what she will bring to our district in the future!

Middle School Assistant Principal's Report: Mr. Zavadil
Program/Staff Member Spotlight: I would like to highlight Mrs. Lopez in our office. Mrs. Lopez is the friendly face of the Middle School office and has done an amazing job leading our office staff. She is a thoughtful employee that keeps Mrs. Burton and myself on track and in Mrs. Burton's absence did a great job of not letting me forget anything. She is an extremely valuable member of our team!
Upcoming Events: We are excited to start the second semester with many of our staff and students feeling refreshed from a great holiday break! Schuyler Middle school is looking forward to strategic planning on January 20th and is excited to get to shape the direction of the district. We have had multiple discussions with our leadership team about it and feel it is a great opportunity every year to make us even better!

Middle School Principal's Report: Mrs. Burton

Notable Events: There are several great things happening at SMS this month! First of all, I am indebted to my building staff, especially Mr. Zavadil, for his leadership during my maternity leave. Having total confidence in my team is a blessing! Mr. Zavadil and I are busy preparing for the 2020-2021 school year. He and I have been meeting with individual staff members and coaches, as well as teams, in order to gain collective feedback for our recommendations to the Superintendent's Office. I am confident that we will work collectively with other administrators to gain the best and brightest to be a part of our team.

Program/Staff Member Spotlight: There are several staff members that have gone above and beyond for their work with our students. I have recommended Mr. Andy Hall for the national Presidential Award for Excellence in Math and Science Teaching. Mr. Hall is a key leader at SMS, as he serves on the Tech Committee, the LAN manager, and School Improvement. In addition, he coordinated youth football and can be regularly seen keeping book for the Legion baseball and Varsity basketball teams. Most importantly, Mr. Hall is a strong student-centered and data-informed teacher. His leadership in the department is noteworthy and commendable.

Program/Staff Member Spotlight: Our custodial staff has also stepped up over break. While Mr. Rick Eller and Mrs. Gloria Gonzalez worked at our new district central offices to clean and prepare the space, Mr. Miguel Millan stepped in to complete not only his punch list for the break, but also worked to ensure that our building was prepared for students to come back.

Program/Staff Member Spotlight: Dr. Gibbons has been busy preparing opportunities for our math, science, and social studies teams to deepen our partnership with Discovery Education in their curriculum development work. When looking at factors that have the highest effect on student achievement, collective teacher efficacy and comprehensive instructional programs for teachers have proven to do so. Our work over the next month will only sharpen skills for teachers and have a positive, lasting effect on students. I am appreciative of the work that has been done to prepare for this opportunity.

High School Assistant Principal/Activities Director: Mr. Kasik

Program/Staff Member Spotlight: For person spotlight I want to recognize Melissa Bulin. Melissa is new to our staff, she is our Athletic Trainer. In her short time at Schuyler Central High School she has done a great job working with our coaches, diagnosing injuries, rehabbing injuries and doing preventative care. Our coaches really appreciate all that she does to keep our athletes healthy. As you know her position is fully funded by Columbus Community Hospital.

Upcoming Events: We continue to compete in our winter season with our large varsity and junior varsity wrestling invite on January 18th. We will have 15 teams competing in the varsity division and 17 teams competing in the junior varsity division as well as a girl only division.

High School Principal's Report: Mr. Grammer

Program Spotlight: For the past three years we have worked hard to develop a solid, strong, FCCLA program in the high school. With change in teachers, a new teacher was hired with no experience in the program, Jared Severson. He was well aware that this was a struggling program when he was hired and he started immediately to build the program and he gave purpose of these classes to provide a strong background in the FCCLA curriculum. After three years, the program and classes have expanded and students wanting to take these courses have doubled. Mr. Severson is an active sponsor and keeps his students engaged throughout the school year. He has developed a curriculum that appeals to our students and we look forward to watching this area grow and develop.

Staff Member Recognition: The staff members to be recognized for their diligent work in the high school these past months are our support and classified staffs. These individuals work hard every day, a lot of the times behind the scene, to provide a clean and a well-run building for our students and staff. Whether it be greeting community members by our secretaries, preparing breakfast and lunches for our students, or by keeping our building clean, they have taken on the responsibility of providing a school building we can all be proud of. Thank you for continual and diligent hard work every day.

Event Highlights: The high school continues to work with the state's priority plan, Discovery Ed Coaching, Discovery Ed Project Based Learning, APL, Capturing Kids Hearts, and Star 360.

Construction on the building continues at a steady pace and is working hard to stay on time. There will be no school on January 20th for Martin Luther King Day.

VI.C. Directors Reports

After School Program Director's Report: Ms. Bebout
Program/Staff Member Highlight: Kimmi Viquez is our new elementary coordinator for the after-school program. She has worked for the ASP since August. Kimmi has done a fantastic job taking over the program. She is very friendly and easy to get along with. She is GREAT with students. Kimmi is also VERY organized and willing to put in the work to make our program successful. The elementary is a BIG program and requires someone who is outgoing and a self-starter. She has filled the role in all capacities! We were lucky to have her come on board!
Kimmi was born in Los Angeles, CA but moved to Schuyler when she was four years old. Since then she has always lived in Schuyler other than one year in Norfolk. Kimmi is married to Francisco Viquez and has one son, Alberto Viquez, who will be two years old in March. She is currently getting a degree in Graphic Design. Kimmi has worked for SCS for five years. She worked two years as a SPED para and two years as an ELL para before she became the ASP coordinator. I would like to thank her for all of her hard work and dedication to the elementary students in our district!

Youth Sports Director: Mr. Kovar
Program/Staff Member Spotlight: I would like to highlight Josh Pacas. Josh is a 2014 graduate of Schuyler Central High School, and now is a parent in our district. Josh and his wife Evelin have two girls, and his oldest daughter Anilie is now a 1st grader at Schuyler Elementary. Josh is exactly the kind of parent we need more of in Schuyler. He is currently helping as a parent volunteer in our K-2 girls basketball group, but he also helped coach our kindergarten boys basketball group, even though he doesn't have any boys. Josh is always willing to help, no matter what the sport or group. He believes in his community, and is willing to help put in the time to help our youth be involved in sports. He is an important member of Schuyler, and I am happy to have his help!

Middle School Activities Director's Report: Mr. Zavadil
Program/Staff Member Spotlight: Boys Basketball started the 1st day back from Holiday break and is working hard to get ready for their 1st game on Tuesday January 21st. We have a new head middle school coach at the helm in Mr. Kaiser. He is a 6th grade teacher at Schuyler Middle School. This is his 1st year with Schuyler Community

Schools and we are excited about Mr. Kaiser's work ethic. He has been working closely with me and Mr. Baptiste and we are excited for the work he has already put into the youth program and the work he is putting into our JH boys program. Mr. Kaiser is a fantastic addition to Schuyler Community Schools.

Notable Events: Our Second quarter sports wrapped up and I am happy to report that our Girls Basketball team finished with most wins than they have had in the four years that I have been here. Our 7th grade A team was particularly competitive this year. Our wrestling team also had a very good year finishing with a dual at Norfolk this year.

High School Activities Director's Report: Mr. Kasik

Program/Staff Member Spotlight: I would like to spotlight our Wrestling Program. It is led by Jeremy Hlavac who is in his 9th year hear at SCHS. Our wrestling program year in and year out is very competitive and currently has nearly 60 athletes competing. They have crowned two individual state champions the last few years and brought home a 4th place trophy in Class "B" last year from the State Tournament. Not only are they competitive, but they also have a great reputation across the state for doing things the right way, being great sports and being a class act! Other coaches in this program are Nick Wilcox, Drey Keairnes, Tyrell Reichert, Mark Wemhoff, Guillermo Gutierrez, Jason Trautman and Casey Harper. They are currently 12-5 in duals.

Student Services Director's Report: Dr. Lefdal

Program/Staff Member Spotlight: I would like to highlight Katie Bertrand in our counseling program. Katie is always willing to help students with problems, work on schedules, ACT prep, and is a great team member with whom to brainstorm ideas and topics. Katie is here for our students and will do anything to help them and make them better. We are lucky to have her on our side.

NotableTopics: I am excited to see the new construction project moving ahead. I have had a few graduates contact me asking if I could take pictures and send them along. It is great to see the excitement as concrete is poured and walls are put in place. This project is such a great opportunity for our students, staff, and community.

Looking ahead: I am excited for a number of things that are happening in our district. Our priority plan has some great ideas and strategies that will make our school better. The purchase of the nursing home is an amazing opportunity and is filled with great potential. The new addition and construction will only make our school better, and our EL program, alternative ed, and our counseling programs are continuing to get better. It is truly a great day to be a

Warrior!

Special Education Director's Report: Mrs. Vrba
Program/Staff Member Spotlight: I would like to take this opportunity to recognize Patti Sparling. During the first semester, she did an outstanding job of building a stronger foundation of reading and math skills for our 3rd grade students at SES. Patti worked extremely hard to erase each student's deficiency so he/she may experience success in their classroom. At one time in Patti's teaching career, she worked at Cen7ter in Columbus. We needed her skill set at the Kindergarten level and she was willing to take on the challenge.
Along with the move to Kindergarten, Patti will be serving our students at Fisher's #24 and Richland. She has such a natural ability to build relationships with her students and has the patience a struggling learner needs. The two traits that Patti posesses that I admire the most are: 1. Her dedication to the teaching profession. AND 2. Her openness to work collaboratively with other teachers...she is the epitome of being a team player! As she goes the "extra mile" for our kids, Patti's positivity and classroom energy just makes my heart smile.

Curriculum/Assessment/Instruction Director: Dr. Gibbons
Program/Staff Member Spotlight - My spotlight goes to the members of the K-5 Science Curriculum Team. We have met with vendors during school days and during the Friday afternoon collaboration time. They have put a great deal of thought into what they need in Science curriculum materials and we continue to pursue the best sets of materials for our students. Team members are: Kristi Andel, Sarah Gahan, Jolene Scheffler, Meghan Reinert, Becky Black, Lindsay Baumont, Lisa Terrell, Tonia Heard, Justine Quintero, Corinne Mueller, Aimee Sigler and Maria Bonilla.
Upcoming Events - Monday, January 20, will be our strategic planning meeting. We will have a keynote speaker in the morning and then have an engagement coach from Thought Exchange here to guide us through. I will be attending an Assessment Thought Leaders Meeting in Lincoln on January 28. Lisa Terrell, Aimee Sigler and I will be attending our second Instructional Materials Fellowship Meeting in Grand Island on February 6 and 7.
Testing Season - State testing season starts soon.

- ELPA 21 (ELL) - February 3 - March 13
- NSCAS ELA, Math and Science (grades 3 - 8) - March 16 - April 24
- ACT (11th graders) - April 7

VI.D. Superintendent's Report

1. Program/Staff Member Spotlight: Maintenance Staff lead by Ronnie Mundil and Paul have done an unbelievable job of getting the nursing home utilities back on line. We will be opening the nursing home for visitors the afternoon of January 20th following our strategic planning session in the morning.

2. **Strategic Planning Workshop:** Scheduled for Monday, Janauary 20th from 8:00 to 12:00. We are inviting 50 community leaders to attend with our staff and offer input into our 2020 strategic plan. See agenda below and attached information for the workshop.

Agenda
7:45-8:15 **Coffee/Rolls**
8:15-8:30 **Welcome:** Marcia Herring *(NASB Director of Board Leadership)*
8:30-9:30 **Keynote Speaker:** John Cook *(UNL Volleyball Coach)*
9:30-9:45 **Wellness Warriors** Presentations and 2nd Quarter **Outstanding Staff** Awards
10:00-11:00 **First Round:** Liz Anderson *(Thoughtexchange Engagement Coach)*
11:00-11:10 **"Five Minutes of Fame"**
11:10-11:55 **Second Round:** Liz Anderson *(Thoughtexchange Engagement Coach)*
11:55 **Closing Comments:** Marcia Herring
Schuyler Community Schools Staff: Lunch on your own
Community Leaders: Lunch at the Schuyler Nursing Home (Southwest entrance)
Nursing Home will be open for staff from 1:30 to 3:00.

3. **1st Semester Bus Route Report:** See attached bus report for the first semester routes and number of students riding.

4. **2019 School Safety/Security Report:** We are required to have an outside agency conduct an annual safety and security report. The report highlights safety items reviewed and areas identified as needing attention or correction. See attached report.

VI.E. Board Member/Committee Reports

VII. Correspondence Items

VIII. Adjournment

Motion to adjourn Passed with a motion by Brian Vavricek and a second by Nina Lanuza.

Mynor Hernandez: Absent, Richard Brabec: Yea, Nina Lanuza: Yea, Chuck

Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

Schuyler Community Schools
Board of Education Regular Meeting
Monday, December 9, 2019 6:30 PM
Schuyler Central High School Music Room
401 Adam Street
Schuyler, NE 68661-2400

Attendance Taken at 6:33 PM.

Virginia Semerad:	Absent
Richard Brabec:	Present
Mynor Hernandez:	Present
Nina Lanuza:	Present
Chuck Misek:	Present
Brian Vavricek:	Present

Present: 5, Absent: 1.

Attendance Update Taken at 6:40 PM.

Virginia Semerad: Present

Present: 6.

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
All present participated in the Pledge of Allegiance.

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 Brian Vavricek and a second by Chuck Misek.
Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

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's Christmas Sweater contest is December 17th. We love supporting this festive event!
- Finals week is quickly approaching! December 16-20.
- Student Council donated to the food pantry.
- National Honor Society will be organizing and helping hand out food from the food pantry.

IV. Action Items
Procedural Item

IV.A. Americanism: Curriculum, Assessment, and Instructional Programs
Procedural Item
Virginia Semerad, Rich Brabec
This committee is responsible for reviewing curriculum recommendations, textbook selection, requisitions/inventory, and instructional programs.

IV.A.1. Consider, discuss, and take action to approve a teacher's request for an overnight trip.
Action Item
This is the fourth year of the Washington DC Trip request. Mrs. Shanda Hall is the staff member requesting your approval. This trip is really not a school function, but because it involves our employees. EMC's representative have confirmed that there's liability coverage for all employees of the school going. They would also have work comp if they were doing something in the scope of their duties and got injured. She didn't see there to be any issue with the trip. Our board policy outlining overnight trip requests is included below.

CERTIFICATED EMPLOYEE TRAINING, WORKSHOPS OR CONFERENCES **Policy 409.02**
Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent or his designee with the principal's input must be obtained prior to attendance by a certificated employee in a professional development program when the attendance would result in the certificated employee being excused from their duties or when the school district pays the expenses for the program.
Employees authorized by the superintendent or his designee to represent the school system at training, workshops and conferences will be allowed salary and expenses in conformance with regulations on expense reimbursement. Requests that involve unusual expenses or overnight travel must also be approved by the board.
The superintendent or his designee with input from the principal shall have sole discretion to allow or disallow certificated employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the certificated employee and the school district, alignment with the school improvement process, the effect of the certificated employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the superintendent or his designee.
The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding professional development of such employees shall be followed.
Cross Reference:
402.08 Employee Travel Compensation
402.11 Credit Cards

Motion to approve staff member's request for an overnight trip. Passed with a motion by Richard Brabec and a second by Mynor Hernandez.

Virginia Semerad: Absent, Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Brian Vavricek: Yea
Yea: 5, Nay: 0, Absent: 1

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 accept staff resignations
Action Item

1. **Patrica Fellers:** SES 4th Grade Teacher (Husband received a transfer)
2. **Mariana Medina - Santos:** SES Para Educator
3. **Roberto Magana**: SCHS Para Educator

Motion to accept staff resignations Passed with a motion by Mynor Hernandez and a second by Brian Vavricek.
Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

Motion to release Mrs. Patricia Fellers from her contract. Passed with a motion by Brian Vavricek and a second by Richard Brabec.
Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

IV.B.2. Consider, discuss, and take action to approve new hire recommendations.
Action Item

1. **Hanna Sedlacek:** SES SPED Teacher
2. **Alejandra Gutierrez:** Head Start Teacher
3. **Jeanette Burnett:** SCHS Food Service
4. **Maria E Arciva:** SMS Food Service

Motion to approve new hire recommendations. Passed with a motion by Mynor Hernandez and a second by Virginia Semerad.
Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

V. Discussion Items and Reports
Procedural Item

V.A. Review Priority School's Report
Action Item

See Attached Report

V.B. Principals Reports
Information Item

Preschool and SMS 3-5 Principal's Report: Mr. Comley
Program/Staff Member Spotlight: This month I would like to recognize Ingrid Rodriguez for the work she has put in to getting the Family Literacy program up and running at SES. Ms. Rodriguez has done a great job making sure small details are taking care of. A large part of why the program will be a great success is due to Ms. Rodriguez hard work she has put in.

SMS K-2 Principal's Report: Mr. Kovar
Program/Staff Member Spotlight: I would like to highlight Sheila Hoppe, kindergarten teacher at Schuyler Elementary School. Ms. Hoppe is on the leadership team representing the kindergarten teachers, as well as coaching various sports for the district. Ms. Hoppe hosted a student teacher in her classroom this fall, and put in countless hours to help get the stem lab ready for our school. She is always willing to help, and does a great job for our district. We are very lucky to have her.

Rural Schools Principal's Report: Ms. Bebout
Program/Staff Member Spotlight: Winnie Harbison is a classified staff member who works as my administrative assistant and as the receptionist for the Homestead Center downtown. She helps me in many ways with a multitude of jobs. Winnie is gifted at making any type of google spreadsheet, notes to go out, and translating. She is always willing to do anything I ask and is usually asking what else she can do to help. It has been such a blessing to my schedule to have her help this year!! Winnie also helps community members apply for jobs online and with the new Family Literacy Program at the elementary school. She loves to stay busy and does a GREAT job at anything that is assigned to her!

Winnie was born in Kansas, adopted at birth, and was brought back to Schuyler where she was raised and went to school. She has worked for the school district since November 2016 at the Homestead Center. This year she also took on the role as an admin assistant for the rural school principal. Winnies partner's name is Daniel Guevara. She has four children that attend SES, SMS, and SCHS. Their names are Aaliyah (15), Luis (13), Yesenia (10), and Elizabeth (4). Winnie has an Associates degree in business administration. I appreciate everything she has done for our district and the dedication she has for Schuyler!

Middle School Assistant Principal's Report: Mr. Zavadil
Program/Staff Member Spotlight: I would like to highlight Mr. Policky as a staff member that has been doing a great job. Mr. Policky is the 8th grade Social Studies teacher and is also the School improvement team leader for Schuyler Middle School. Mr. Policky is well known for his hard work and consistency in the classroom.
Notable Events: We just finished up with our Second half of APL training for new staff and we will be looking for signs of those strategies in the classroom as the year continues. Our Winter rounds of STAR testing is underway and Ms. Semerad, Mr. Ehmke, Mr. Coatney and the Middle School Vocal and Band students are working hard to prepare for their **Holiday Concert on Monday December 16th starting at 5:30 in the SMS gym**

High School Assistant Principal's Report: Mr. Kasik
Program/Staff Member Spotlight: For person spotlight I want to recognize our front office staff. Alejandra Dimas, Coralie Shonka and Florncia Ramon all do a great job of handling their duties. They work great together and are a friendly face to all who enter our building. They all handle whatever comes their way in a very professional and efficient manner. A big thank you to each of them!

High School Principal's Report: Mr. Grammer

Program Spotlight: For the past three years we have worked hard to have a solid, strong, viable Landscaping program. The CTE curriculum and program has struggled for a few years because we have had new teachers hired with no experience. The program was struggling to find a committed and solid staff to develop CTE classes and curriculum. The purpose of these classes is to provide a strong background in the CTE curriculum area and to provide college opportunities to our students. This year's new staff have provided a boost to our CTA courses and in the activities area of FFA, and the green house at the rear of SCHS. With a solid staff, we look forward to watch this area grow and develop.

Staff Member Spotlight: The staff members to be recognized for their work in the high school this month are Mrs. Erin Trotter, Casey Harper, and Charles Hozier. Casey and Charles are our new teachers in the CTE programs and classes. Erin has been with our school for the past three years in the landscaping and greenhouse. These three teachers have worked hard every day to provide opportunities for our students in the CTE programs we offer. They have taken on the responsibility of developing and implementing the CTE curriculum with great enthusiasm.

Upcoming Events: The high school continues to work with the state's priority plan, Discovery Ed Coaching, Discovery Ed Project Based Learning, APL, Capturing Kids Hearts, and Star 360. Winter sports begins on Thursday, December 5th with our wrestling team hosting Crete. Construction on the building continues at a steady pace and would work at a faster pace if we did not have weather issues. Finals will be given on December 18th through the 20th. Have a great holiday.

V.C. Directors Reports
Information Item

K-6 Youth Sports Director's Report: Mr. Kovar

Program/Staff Member Spotlight: I would like to highlight 2 of our parent volunteers for youth boys' basketball. Josh Pacas and Paola Acosta have been working with our 12 kindergarten boys. They have done a great job working with those boys, making basketball fun, and working on building a solid base of basketball fundamentals. We could use more parents like Josh and Paola, I really appreciate what they do for our school.

Warrior Academy - After-School Program Director's Report: Ms. Bebout

Program/Staff Member Spotlight: Kiara Gonzalez works as a club leader for the after-school program. She has worked for the ASP for three years. Kiara is a kindhearted leader who works well with students and other co-workers. She has been an essential person in our program and is able to run so many amazing clubs!

Kiara was born in Los Angeles, CA but moved to Schuyler when she was a month old. She is currently enrolled in CCC where she is getting her degree in Early Childhood Education. Kiara is very 'artsy' and runs clubs like Melting Madness (crafting) and Canvas Kids (art/paint). She enjoys working in the ASP because working in this program helped her decide what type of degree she should get. Kiara likes how the after-school program allows students to experience different clubs and opportunities. She also enjoys working with her co-workers. I would like to thank her for all of her hard work and dedication to the elementary students in our district!

Middle School Activities Director's Report: Mr. Zavadil

Program/Staff Member Spotlight: I would like to highlight the work of Mr. Brandte Hayes with our Girls Basketball team. This is his 1st season running the program and he has been putting in a lot of time and effort to work with these teams. This work has shown promise with our Girls' teams getting wins over teams that we did not beat last year.

Notable Events: Wrestling and Girls Basketball seasons have just a week and a half of season to conclude and we are already planning to start Boys Basketball season as soon as the second semester begins. We just wrapped up another successful middle school wrestling tournament in the SCHS east gym and have three events left on the Calendar. Girls basketball has been competing hard, we have a game this evening Vs. Madison and after that have two more home games this week.

SCHS Activities Director's Report: Mr. Kasik
Program/Staff Member Spotlight: I would like to spotlight our One-Act Play Production program. We brought Jill Hoesing out of retirement to help mentor next year's PP coaches. Mrs. Hoesing has done a great job of stepping in and building a strong staff. Next year's staff will be led by Hope Pederson, Troy Ehmke, Morgan Semerad and Don Seehusen and Michael Trotter as set coordinators. Each of these individuals brings unique strengths to this group and all have worked hard to learn and guide this year's group of students.
Upcoming Events: We have just started our winter seasons and we have good numbers in girls' and boys' basketball and Wrestling. Our first home event is December 5th with Crete coming here for a wrestling dual. Our first home basketball game is December 14 when Plattsmouth comes to town for a 3:00 varsity tip off.

Special Education Director's Report: Mrs. Vrba
Program/Staff Member Spotlight: Bernice Maxwell is a new addition to the SMS Special Education department this year. Many of us have been trained by Mrs. Maxwell and her sidekick, Amy, on implementing the Intensive Verbal Behavior program. The growth our students have made in Elyse's room at SES is just astonishing. (We are extremely lucky to have Nebraska's lead trainer on our staff!) Bernice is one of the most caring, compassionate, dedicated and empathic teachers I have had the honor to work with! She has succeeded at forming relationships with all her students which has led to her students reaching higher levels of growth of their STAR 360 assessments. (The growth has been measured from between a year to 3 1/2 years!) They have been surprising themselves on a daily basis. A couple of weeks ago during her iObservation, Mrs. Maxwell asked a young man to read the next paragraph. I had *never* heard him read in front of his peers and I have known him since Kindergarten. (It was truly a distinctive moment that won't easily be forgotten...I just couldn't believe it!) Mrs. Maxwell is extremely selfless and willing to go the extra mile to share her expertise with other teachers across the district!

Student Services Director's Report: Dr. Lefdal
Program/Staff Member Spotlight: I would like to spotlight our one act performers and coaches. The coaches and students put on an amazing program at conference and district. I am excited to have my children be part of the program as well as see other students find a place to shine.
Notable Topics: Our priority school meetings have been very good. We have had some great conversations as well as excellent planning. I am excited to see the improvements for the year.
Looking ahead: I am excited to start planning out our 2019-20 school class schedule. I believe with our new addition, we will be able to work with our class schedule to make it even better for our students.

Curriculum, Assessment, and Instruction Director's Report: Dr. Gibbons
Program/Staff Member Spotlight - Over the last few years, SCS has engaged staff in instructional strategies workshops put on by A.P.L. Associates. It is an intense five-day workshop that teachers new to the district just completed. I would like to spotlight the staff members who attended for the extra work that it takes to be gone from class and I would also like to all the staff members who covered for the teachers who couldn't get subs.
Notable Events: We will be completing the winter Star 360 screening in Math and Reading. We will use the data to track student progress on essential state standards.
Upcoming Events - One of our major curriculum purchases this year is going to be science at the elementary level. The K-5 science team took a day Monday, November 25th to learn more about the new standards, phenomena and the three dimensions of science. We then spent time discussing our rubric to ensure that we are all scoring programs the same. Finally, curriculum team members listened to a presentation from Discovery Education about their K-5 Science Techbook. We will then meet December 11 to hear from McGraw-Hill and PH.D. Science from Great Minds.

V.D. Superintendent's Report
Information Item

Program/Staff Member Spotlight: Marv Aldrich announced his retirement effective at the end of the 2019-20 school year. Marv has done a great job of maintaining our athletic fields, but also works with the landscaping and mowing on all district facilities. In addition, Marv helps the maintenance staff on setting up and tearing down of special events and numerous maintenance jobs with little or no recognition. Marv is truly a valuable employee who will be missed. i wish Marv Aldrich the best in his well deserved retirement.

V.E. Board Member/Committee Reports
Information Item

1. **Foundation Meeting Report:** See Foundation website for meeting information.

2. **2019 Superintendent's Evaluation:** Board members were asked to complete the annual superintendent evaluation following the regular November board meeting. Board President, Rich Brabec, compiles the evaluation results and are generally shared at the December board meeting. The board budget and finance committee will meet before the January board meeting to set expectations and review 2020 contract recommendations.

VI. Correspondence Items
Information Item

VII. Adjournment
Action Item

Motion to adjourn Passed with a motion by Richard Brabec and a second by Chuck Misek.
Richard Brabec: Yea, Mynor Hernandez: Yea, Nina Lanuza: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 6, Nay: 0

Schuyler Community Schools
Board of Education Regular Meeting Monday, December 9, 2019 6:30 PM
Schuyler Central High School Music Room
401 Adam Street
Schuyler, NE 68661-2400

President Brabec called the regular board meeting to order at 6:33 PM. Board Members present: Brabec, Lanuza, Misek, Vavricek, and Hernandez. Absent: Semerad. Semerad arrived at 6.40 PM.

President Brabec read the Mission Statement and declared the meeting to be in open session. All school board members and the public were notified of the meeting in advance according to State Law 84-1411. All present participated in the Pledge of Allegiance..

Motion to approve the consent agenda Passed with a motion by Vavricek and a second by Misek.

Motion to approve staff member's request for an overnight trip. Passed with a motion by Brabec and a second by Hernandez.

Motion to accept staff resignations from Patrica Fellers: SES 4th Grade Teacher (Husband received a transfer), Mariana Medina - Santos: SES Para Educator, 3. Roberto Magana: SCHS Para Educator. Passed with a motion by Hernandez and a second by Vavricek.

Motion to release Mrs. Patricia Fellers from her contract. Passed with a motion by Vavricek and a second by Brabec.

Motion to approve new hire recommendations. Hanna Sedlacek: SES SPED Teacher, Alejandra Gutierrez: Head Start Teacher, Jeanette Burnett: SCHS Food Service, Maria E Arciva: SMS Food Service. Passed with a motion by Hernandez and a second by Semerad.

All present shared one good thing.

President Brabec reported that the Superintendent's Evaluations are due from the board members and he will compile the results and share with the board. The board budget and finance committee will meet before the January board meeting to set expectations and review 2020 contract recommendations.

Dr. Hoesing invited the board to the Strategic Planning day at the high school on January 20. It was to have been held the November 27 but was moved due to weather. John Cook will have the opening presentation. The people from thought exchange will be there as well. It is the board's chance to add their input as well as the staff's in the planning process.

Motion to adjourn Passed with a motion by Brabec and a second by Misek.

You can watch the board meeting at:
https://zoom.us/recording/share/FPAxy-mONSpPlX3CvNFmWE_e-oW7GnHPKS3V-6956TSwIumekTziMw

Schuyler Community Schools
Board of Education Special Meeting Thursday, December 19, 2019 3:30 PM
Schuyler Central High School Music Room
401 Adam Street
Schuyler, NE 68661-2400

President Brabec called the regular board meeting to order at 3.:36 PM. Board Members present: Brabec, , Misek, Vavricek, and Semerad. Members Absent: Lanuza and Hernandez.

President Brabec read the Mission Statement and declared the meeting to be in open session. All school board members and the public were notified of the meeting in advance according to State Law 84-1411. All present participated in the Pledge of Allegiance.

Motion to approve the consent agenda Passed with a motion by Virginia Semerad and a second by Brian Vavricek.

MOTION by Brabec that the Board of Education of this School District approves entering into a real estate purchase agreement for the purchase of the real estate located at 2023 Colfax Street, Schuyler, Nebraska, including all buildings and other improvements located thereon, from the seller, and that the Board hereby approves and adopts the attached resolution. Board member Semerad seconded the MOTION. After discussion and on roll call vote, the following Board members voted in favor of passage and adoption of the above Motion and Resolution: Brabec, Semerad, Misek, Vavricek. The following Board members voted against the same: None. The following Board members were absent or not voting: Lanuza and Hernandez. The above Motion and Resolution having been consented to by a majority of the members of the School Board of this School District, were declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings Law. DATED this 19th day of December, 2019. COLFAX COUNTY SCHOOL DISTRICT 19-0123, A/K/A SCHUYLER COMMUNITY SCHOOLS BY: Richard Brabec President, Board of Education ATTEST: Virginia Semerad RESOLUTION BE IT RESOLVED by Colfax County School District 19-0123, a/k/a Schuyler Community Schools, a Class III School District under the laws and statutes of the State of Nebraska, at this special meeting of its Board of Education, ("SCS"), that the real estate purchase agreement for the real property located at 2023 Colfax Street, Schuyler, Nebraska ("Purchase Agreement") between SCS and the seller, EHC Schuyler Realty, LLC ("Seller"), in the form on file with official SCS records and as presented at this meeting or with such changes as are deemed necessary and in the best interest of SCS and approved by the Superintendent of Schools, should be and is hereby authorized and approved; BE IT FURTHER RESOLVED that the President of the Board of Education, Superintendent of Schools, or other designee for SCS, should be and is hereby delegated the authority and is authorized and directed to sign, execute, and deliver such Purchase Agreement and any development plans, development agreements, subdivision agreements, interlocal agreements, documents, or other agreements called for in such Purchase Agreement for and on behalf of SCS, and is further hereby delegated the authority and is authorized and directed to execute and deliver any necessary deed(s), subdivision agreement(s), interlocal agreement(s) or other instruments under such Purchase Agreement or in the development of the described property according to the Purchase Agreement, and is delegated the authority and is authorized and directed to retain any necessary professionals for assistance, to pay the purchased price, development costs all costs and expenses, and to take or cause to be taken all other action necessary or appropriate to close the sale, purchase, and conveyance transaction, and to develop the described property and pay all development costs and expenses as provided therein according to such Purchase Agreement or any approved changes thereto, or those in the best interest of SCS upon presentation of deeds or

other required plans, documents, or development proposals from the Seller, or others on the described property to be purchased, received, and developed by SCS under this Purchase Agreements. Passed with a motion by Richard Brabec and a second by Virginia Semerad.

Motion to adjourn Passed with a motion by Brian Vavricek and a second by Virginia Semerad.

Can view the meeting at-https://zoom.us/recording/share/JWmc8RTNIs04-9oGa7kIA208tv86SmtsmtTNnEGD602wIumekTziMw

Schuyler Community Schools
Board of Education Special Meeting
Thursday, December 19, 2019 3:30 PM
Schuyler Central High School Music Room
401 Adam Street
Schuyler, NE 68661-2400

Attendance Taken at 3:36 PM.

Mynor Hernandez:	Absent
Nina Lanuza:	Absent
Richard Brabec:	Present
Chuck Misek:	Present
Virginia Semerad:	Present
Brian Vavricek:	Present

Present: 4, Absent: 2.

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
All present participated in the Pledge of Allegiance.

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 Virginia Semerad and a second by Brian Vavricek.
Mynor Hernandez: Absent, Nina Lanuza: Absent, Richard Brabec: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 4, Nay: 0, Absent: 2

III. Action Items
Action Item

III.A. Building, Grounds, and Transportation
Procedural Item
Chuck Misek, Eric Cerny, Virginia Semerad
This committee is responsible for recommending approval of building/grounds and transportation programs, vehicle replacement schedule, building and maintenance and upgrade schedule.

III.A.1. Discuss, consider and take all necessary action with regard to possible approval and authorization to execute a real estate purchase agreement for the purchase by the school district of the real estate located at 2023 Colfax Street, Schuyler, Nebraska.

Procedural Item
The school district was approached by EHC Schuyler Realty, LLC about our interest in the purchase of the vacated nursing home at 2023 Colfax Street. The facility was closed in March of 2019. The facility was sold for $1,600,000 and is currently assessed at $1,200,000. The purchase price for the building with contents is $700,000 ($22,50 per sq ft.). The cash we will use for the purchase is $700,000 of the $1,200,000 bond premium (cash above the sale of the bonds) as outlined in our 2018-19 audit report. This money will be replaced over the next two fiscal years through the State Aid **TWO-YEAR NEW SCHOOL ADJUSTMENT:**
1st year
District Basic Funding per formula student X (.20 X Estimated Student Capacity)
2nd year
District Basic Funding per formula student X(.10 X Estimated Student Capacity)

The 31,127 sq. ft. facility would make it possible to make additional space in our current middle and high school buildings, create centralization of district wide programs, personnel and storage, provide space for special education and alternative education services, central meeting space for district level and professional development training, and technology support services.

In addition, we would be able to plan to host joint ventures in early childhood, daycare, and Dual Language program expansion in the future. Attached below is detailed information about the property.

MOTION by Brabec that the Board of Education of this School District approves entering into a real estate purchase agreement for the purchase of the real estate located at 2023 Colfax Street, Schuyler, Nebraska, including all buildings and other

improvements located thereon, from the seller, and that the Board hereby approves and adopts the attached resolution. Board member Semerad seconded the MOTION. After discussion and on roll call vote, the following Board members voted in favor of passage and adoption of the above Motion and Resolution: Brabec, Semerad, Misek, Vavricek. The following Board members voted against the same: None. The following Board members were absent or not voting: Lanuza and Hernandez. The above Motion and Resolution having been consented to by a majority of the members of the School Board of this School District, were declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings Law. DATED this 19th day of December, 2019. COLFAX COUNTY SCHOOL DISTRICT 19-0123, A/K/A SCHUYLER COMMUNITY SCHOOLS BY: Richard Brabec President, Board of Education ATTEST: Virginia Semerad RESOLUTION BE IT RESOLVED by Colfax County School District 19-0123, a/k/a Schuyler Community Schools, a Class III School District under the laws and statutes of the State of Nebraska, at this special meeting of its Board of Education, ("SCS"), that the real estate purchase agreement for the real property located at 2023 Colfax Street, Schuyler, Nebraska ("Purchase Agreement") between SCS and the seller, EHC Schuyler Realty, LLC ("Seller"), in the form on file with official SCS records and as presented at this meeting or with such changes as are deemed necessary and in the best interest of SCS and approved by the Superintendent of Schools, should be and is hereby authorized and approved; BE IT FURTHER RESOLVED that the President of the Board of Education, Superintendent of Schools, or other designee for SCS, should be and is hereby delegated the authority and is authorized and directed to sign, execute, and deliver such Purchase Agreement and any development plans, development agreements, subdivision agreements, interlocal agreements, documents, or other agreements called for in such Purchase Agreement for and on behalf of SCS, and is further hereby delegated the authority and is authorized and directed to execute and deliver any necessary deed(s), subdivision agreement(s), interlocal agreement(s) or other instruments under such Purchase Agreement or in the development of the described property according to the Purchase Agreement, and is delegated the authority and is authorized and directed to retain any necessary professionals for assistance, to pay the purchased price, development costs all costs and expenses, and to take or cause to be taken all other action necessary or appropriate to close the sale, purchase, and conveyance transaction, and to develop the described property and pay all development costs and expenses as provided therein according to such Purchase Agreement or any approved changes thereto, or those in the best interest of SCS upon presentation of deeds or other required plans, documents, or development proposals from the Seller, or others on the described property to be purchased, received, and developed by SCS under this Purchase Agreements. Passed with a motion by Richard Brabec and a second by Virginia Semerad.
Mynor Hernandez: Absent, Nina Lanuza: Absent, Richard Brabec: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 4, Nay: 0, Absent: 2

IV. Adjournment
Action Item

Motion to adjourn Passed with a motion by Brian Vavricek and a second by Virginia Semerad.
Mynor Hernandez: Absent, Nina Lanuza: Absent, Richard Brabec: Yea, Chuck Misek: Yea, Virginia Semerad: Yea, Brian Vavricek: Yea
Yea: 4, Nay: 0, Absent: 2

SCHUYLER COMMUNITY SCHOOLS
MONTHLY DISBURSEMENT REPORT
For the month of JANUARY 2020

Check #	Date	Vendor	Description	Amount
41081	1/13/2020	Acco Brands USA LLC	laminator	$1,586.44
41082	1/13/2020	SYNCB/AMAZON	supplies	$1,758.61
41083	1/13/2020	Americom Communications	repair	$358.00
41084	1/13/2020	A.P.L. Associates	trainers hotel, expenses	$1,195.53
41085	1/13/2020	Apple Computer, Inc.	SPED supplies	$1,604.80
41086	1/13/2020	B&B Welding and Repair, LLC	contracted services	$317.34
41087	1/13/2020	BOMGAARS	supplies	$68.72
41088	1/13/2020	Bureau of Education & Research, Inc	Math registration	$279.00
41089	1/13/2020	Casey's Business MasterCard	fuel	$397.66
41090	1/13/2020	Cenex Fleetcard	fuel	$155.61
41091	1/13/2020	CenturyLink	phone	$484.43
41092	1/13/2020	CenturyLink	phone	$2,077.63
41093	1/13/2020	Central Nebraska Rehab Services	OT/PT services	$15,324.01
41094	1/13/2020	CenterPoint Energy Services, Inc.	natural gas	$5,394.69
41095	1/13/2020	CHI Health	physical	$100.00
41096	1/13/2020	Lisa Clausen	contracted accompanist	$537.50
41097	1/13/2020	Community and Family Partnership	Oliva contracted services	$638.00
41098	1/13/2020	Dream Like A Champion	Profess. Development	$4,090.00
41099	1/13/2020	Cornhusker Public Power District	electricity	$2,526.28
41100	1/13/2020	Culligan Water Conditioning	soft water plan	$81.10
41101	1/13/2020	Cyber Acoustics	supplies	$545.00
41102	1/13/2020	Demco	supplies	$231.56
41103	1/13/2020	Department Of Utilities	utilities	$22,763.24
41104	1/13/2020	Didier Grocery	FCS supplies	$1,883.44
41105	1/13/2020	Dietze Music House, Inc.	supplies	$394.78
41106	1/13/2020	Discovery Education, Inc.	STEM/DLC PD	$10,000.00
41107	1/13/2020	Marcos Domingo	mileage	$25.52
41108	1/13/2020	Eagle Communications	internet	$1,521.00
41109	1/13/2020	Eakes Office Products Center	copies	$33,054.33
41110	1/13/2020	Electrical Engineering & Equipment Co	supplies	$2,400.36
41111	1/13/2020	Ellevation, Inc.	software annual fee	$15,930.00
41112	1/13/2020	Ellsworth Publishing Co	license	$270.00
41113	1/13/2020	Educational Service Unit #2	21st Cent grant writer fee	$31,910.00
41114	1/13/2020	ESU 7 Distance learning	Jan-Mar network charges	$755.46
41115	1/13/2020	Educational Service Unit 7	supplies	$646.82
41116	1/13/2020	ESU #7 Special Education	SPED services	$59,870.93
41117	1/13/2020	Fremont Winnelson Co	supplies	$843.08
41118	1/13/2020	Frontline Technologies Group, LLC	Applitrack renewal	$2,291.19
41119	1/13/2020	Frontier	phone	$103.73
41120	1/13/2020	Jeff Gall	contracted services	$922.00
41121	1/13/2020	Gartner & Associates Co Inc	SES rooftop motor	$485.00
41122	1/13/2020	Greater Nebraska Schools Association	19-20 Membership dues	$4,250.00
41123	1/13/2020	Harris School Solutions	tax forms	$527.00
41124	1/13/2020	Hometown Leasing	copier lease	$3,111.46
41125	1/13/2020	Houghton Mifflin Harcourt Publishing Co	annual hosting fee	$800.00
41126	1/13/2020	Howells-Dodge Consolidated Schools	PPACA webinar registration	$66.00
41127	1/13/2020	Melissa J Hyde	Music Therapy	$672.69
41128	1/13/2020	J & B Auto Parts	supplies	$142.74
41129	1/13/2020	Jackson Services Inc	linens	$1,137.66
41130	1/13/2020	Janssen Peak Perfomance, Inc	books	$117.00

41131	1/13/2020	John's Tire Sales & Services	maintenance, tires	$1,825.25
41132	1/13/2020	Junior Library Guild	book subscription	$2,016.40
41133	1/13/2020	J W Pepper & Sons Inc.	music	$406.03
41134	1/13/2020	Lakeshore Learning Materials	supplies	$696.31
41135	1/13/2020	Lincoln Journal Star	board minutes	$224.30
41136	1/13/2020	Mid-american Research Chemicals	cleaning supplies	$1,931.00
41137	1/13/2020	Matheson Trigas	Ag supplies	$73.33
41138	1/13/2020	Menards	supplies	$259.10
41139	1/13/2020	Meyer Laboratory, Inc	HS Scrubber	$15,075.55
41140	1/13/2020	Midwest Alarm Services	Elem service	$458.69
41141	1/13/2020	National Association for Bilingual Education	registrations	$5,440.00
41142	1/13/2020	Nebraska Council of School Administrators	dues	$638.00
41143	1/13/2020	Nebraska Public Health Environmental Laborato	water testing	$30.00
41144	1/13/2020	NE DOL/Boiler Inspection Program	Boiler certificates	$90.00
41145	1/13/2020	New Readers Press	Family Lit supplies	$961.55
41146	1/13/2020	Omaha World-Herald	advertising	$1,350.00
41147	1/13/2020	One Source	background checks	$150.00
41148	1/13/2020	Omaha Public Power District	Electricity	$127.05
41149	1/13/2020	Parkview One Stop LLC	fuel	$573.36
41150	1/13/2020	Playpower LT Farmington, Inc	playground equipment	$2,753.43
41151	1/13/2020	Presto-X	pest control	$329.00
41152	1/13/2020	Qc Supply, Llc	supplies	$57.10
41153	1/13/2020	Saint Benedict Center	meeting deposit	$50.00
41154	1/13/2020	Sam's Club Direct	supplies	$505.39
41155	1/13/2020	Schmitt Music Company	repair/repad	$1,849.00
41156	1/13/2020	Scholastic Inc	Bookflix renewal	$1,436.00
41157	1/13/2020	School Security Services	Security assessment	$1,592.80
41158	1/13/2020	School Specialty, Inc	supplies	$102.91
41159	1/13/2020	Schuyler Chamber Of Commerce	longevity awards	$1,845.00
41160	1/13/2020	Schuyler Coop Association	fuel, propane	$5,409.76
41161	1/13/2020	Schuyler Home & Building Supply	supplies	$142.93
41162	1/13/2020	SCS ACTIVITY FUND	Wellness	$10,000.00
41163	1/13/2020	SectorNow, LLC	Alumni screen	$1,655.25
41164	1/13/2020	Sparq Data Solutions	meeting subscription	$2,600.00
41165	1/13/2020	Teacher Synergy, LLC	supplies	$102.25
41166	1/13/2020	Verizon Wireless	cellphones	$573.10
41167	1/13/2020	Visa	supplies	$663.58
41168	1/13/2020	Visa	supplies	$141.70
41169	1/13/2020	Visa	supplies, registrations	$819.27
41170	1/13/2020	VISA	supplies	$307.15
41171	1/13/2020	VISA	Family Literacy supplies	$216.78
41172	1/13/2020	VISA	NABE conf	$1,690.50
41173	1/13/2020	WageWorks	Admin fees	$440.00
41174	1/13/2020	Waste Connections of NE, Inc.	sanitation service	$1,142.00
41175	1/13/2020	York FFA Chapter	Hosier Nat'l fee	$300.00
20-01-01	1/14/2020	Heather Bebout	Dec mileage	$119.48
20-01-02	1/14/2020	Kristi Benck	1st sem mileage	$17.40
20-01-03	1/14/2020	Maria Bonilla	1st sem mileage	$26.10
20-01-04	1/14/2020	Tasha Eldridge	1st sem mileage	$8.70
20-01-05	1/14/2020	Jenny Hamernik	1st sem mileage	$26.10
20-01-06	1/14/2020	Catherine Luce	1st sem mileage	$26.10
20-01-07	1/14/2020	Mairen Montanez	Sixpence Tuition reimb	$2,400.00
20-01-08	1/14/2020	Guadalupe Ramirez	1st sem mileage	$26.10
20-01-09	1/14/2020	Rhonda Sellentin	1st sem mileage	$26.10
20-01-10	1/14/2020	Aimee Sigler	Dec mileage	$95.70

20-01-11	1/14/2020	Vanessa Stanek	mileage	$12.76
20-01-12	1/14/2020	Denise Stevenson	1st sem mileage	$26.10
20-01-13	1/14/2020	Rachel Stuehmer	1st sem mileage	$26.10
20-01-14	1/14/2020	Jennie Stutzman	1st sem mileage	$26.10
20-01-15	1/14/2020	Cindy Vacha	1st sem mileage	$26.10
20-01-16	1/14/2020	Jason Ankrah	tuition reimb	$1,200.00
20-01-17	1/14/2020	Dan Hoesing	1st sem phone reimb	$240.00
20-01-18	1/14/2020	Donald Maxwell	tuition reimb	$1,200.00
TOTAL GENERAL FUND DISBURSEMENTS				**$311,227.10**

1365	1/13/2020	Cada Electric, LLC	pipe and trenching	$590.00
1366	1/13/2020	The Clark Enersen Partners	professional services	$4,193.61
1367	1/13/2020	Hausmann Construction, Inc.	payment	$980,464.34
1368	1/13/2020	Johnstone Supply	wall heaters	$2,352.28
1369	1/13/2020	Mid-State Engineering & Testing Inc	field/lab work	$2,263.25
1370	1/13/2020	Midwest Alarm Services	High School panel	$10,345.00
1371	1/13/2020	Perry, Guthery, Hasse & Gessford, P.C., L.L.O	legal services	$2,010.00
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$1,002,218.48**

3189	1/14/2020	CenturyLink	phone	$244.75
3190	1/14/2020	Homestead Bank	rent	$325.00
TOTAL COOPERATIVE FUND DISBURSEMENTS				**$569.75**

428	1/13/2020	Computer Hardware, Inc.	Ipad repair	$149.00
TOTAL STUDENT FEES FUND DISBURSEMENTS				**$149.00**

ADD'L DECEMBER SPECIAL BUILDING FUND DISBURSEMENT

PREVIOUSLY APPROVED at December 19th Special Board Meeting

12/30/2019	Chicago Title Insurance Company	Nursing Home purchase	$679,536.59

$700,000 approved amount less personal property taxes of $20,463.41

SCHUYLER COMMUNITY SCHOOLS
MONTHLY DISBURSEMENT REPORT over $5000
For the month of JANUARY 2020

Check #	Date	Vendor	Description	Amount
41116	1/13/2020	ESU #7 Special Education	SPED services	$59,870.93
41109	1/13/2020	Eakes Office Products Center	copies	$33,054.33
41113	1/13/2020	Educational Service Unit #2	21st Cent grant writer fee	$31,910.00
41103	1/13/2020	Department Of Utilities	utilities	$22,763.24
41111	1/13/2020	Ellevation, Inc.	software annual fee	$15,930.00
41093	1/13/2020	Central Nebraska Rehab Services	OT/PT services	$15,324.01
41139	1/13/2020	Meyer Laboratory, Inc	HS Scrubber	$15,075.55
41106	1/13/2020	Discovery Education, Inc.	STEM/DLC PD	$10,000.00
41162	1/13/2020	SCS ACTIVITY FUND	Wellness	$10,000.00
41141	1/13/2020	National Association for Bilingual Education	registrations	$5,440.00
41160	1/13/2020	Schuyler Coop Association	fuel, propane	$5,409.76
41094	1/13/2020	CenterPoint Energy Services, Inc.	natural gas	$5,394.69
TOTAL GENERAL FUND DISBURSEMENTS				**$230,172.51**
1367	1/13/2020	Hausmann Construction, Inc.	payment	$980,464.34
1370	1/13/2020	Midwest Alarm Services	High School panel	$10,345.00
TOTAL SPECIAL BUILDING FUND DISBURSEMENTS				**$990,809.34**

ADD'L DECEMBER SPECIAL BUILDING FUND DISBURSEMENT

PREVIOUSLY APPROVED at December 19th Special Board Meeting

12/30/2019	Chicago Title Insurance Company	Nursing Home purchase	$679,536.59

$700,000 approved amount less personal property taxes of $20,463.41

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID / Group ID	Site Name / 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.	555.85	0.00	0.00	0.00	555.85
			A Totals:	788.69	0.00	0.00	0.00	788.69
B	ATHLETIC							
		2100	BASKETBALL B	-9,991.87	0.00	1,015.12	0.00	-11,006.99
		2150	BASKETBALL G	-5,761.42	0.00	1,204.56	0.00	-6,965.98
		2200	CROSS COUNTRY B & G	-1,152.86	0.00	0.00	0.00	-1,152.86
		2250	CROSS COUNTRY	0.00	0.00	0.00	0.00	0.00
		2300	FOOTBALL	-19,802.87	0.00	0.00	0.00	-19,802.87
		2350	GOLF B	-1,680.85	0.00	0.00	0.00	-1,680.85
		2375	GOLF G	-1,186.73	0.00	0.00	0.00	-1,186.73
		2400	SOFTBALL	-1,744.20	0.00	0.00	0.00	-1,744.20
		2450	SOCCER B	-4,828.59	0.00	0.00	0.00	-4,828.59
		2500	SOCCER G	-1,278.28	0.00	0.00	0.00	-1,278.28
		2600	TRACK	-5,885.43	0.00	0.00	0.00	-5,885.43
		2700	VOLLEYBALL	-2,686.97	30.00	0.00	0.00	-2,656.97
		2750	WRESTLING	-12,637.42	0.00	2,412.53	0.00	-15,049.95
		2755	WEIGHT ROOM EQUIPMENT	369.86	0.00	0.00	0.00	369.86
		2800	SMS ATHLETICS	-18,068.31	3,992.01	2,540.71	0.00	-16,617.01
		2850	LAUNDRY	0.00	0.00	0.00	0.00	0.00
		2900	GENERAL	37,350.80	2,788.96	341.92	0.00	39,797.84
		2950	MEDICAL	-7,168.25	0.00	0.00	0.00	-7,168.25
		2970	BOOSTER CLUB DONATION	-59.65	0.00	0.00	0.00	-59.65
		2975	DONATIONS	7,026.29	0.00	99.78	0.00	6,926.51
			B Totals:	-49,186.75	6,810.97	7,614.62	0.00	-49,990.40
C	DISTRICT							
		3100	ADULT EDUCATION	3,833.68	0.00	0.00	0.00	3,833.68
		3110	COLLEGE CREDIT	-10,269.07	0.00	29,290.97	0.00	-39,560.04
		3200	GENERAL	54,982.12	1,483.51	1,847.81	0.00	54,617.82
		3250	FIELD HOUSE	16,486.44	573.61	17.98	0.00	17,042.07
		3300	FINES	1,268.22	0.00	0.00	0.00	1,268.22
		3400	HIGH SCHOOL--- BOOK FINES	4,055.16	0.00	0.00	0.00	4,055.16
			C Totals:	70,356.55	2,057.12	31,156.76	0.00	41,256.91
D	DEPARTMENTS							
		3450	SCHS LIBRARY FINES	335.45	0.00	0.00	0.00	335.45
		4000	BAND	2,615.38	0.00	0.00	0.00	2,615.38
		4025	Musical	4,449.84	0.00	0.00	0.00	4,449.84
		4050	VOCAL	231.87	0.00	0.00	0.00	231.87
		4750	KOEHN TRUST (BAND DONATION)	16,995.80	0.00	0.00	0.00	16,995.80
			D Totals:	24,628.34	0.00	0.00	0.00	24,628.34

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID / Group ID	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
E	UNIFORMS & EQUIPMENT						
	4500	BAND (UNIFORM DEP)	828.18	0.00	0.00	0.00	828.18
	4650	FLAG CORPS	858.28	0.00	0.00	0.00	858.28
	4700	INSTRUMENT RENTAL	0.00	0.00	0.00	0.00	0.00
	4770	AMBASSADORS	1,839.30	0.00	0.00	0.00	1,839.30
		E Totals:	3,525.76	0.00	0.00	0.00	3,525.76

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID / Group ID	Site Name / Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
F	CLUBS ORGANIZATIONS							
		5000	ART	706.73	0.00	0.00	0.00	706.73
		5005	ATHS	573.39	0.00	0.00	0.00	573.39
		5050	CHEERLEADERS	1,608.39	197.00	369.60	0.00	1,435.79
		5100	DRAMATICS, SPEECH	-1,174.66	0.00	0.00	0.00	-1,174.66
		5105	One Act	-2,376.88	0.00	1,721.86	0.00	-4,098.74
		5150	DANCE TEAM	-657.17	0.00	0.00	0.00	-657.17
		5175	EMERGENCY RESPNSE TEAM	3,094.77	0.00	0.00	0.00	3,094.77
		5200	FFA	11,442.17	14,892.50	9,492.11	0.00	16,842.56
		5250	FCCLA	2,804.51	997.00	1,306.45	0.00	2,495.06
		5300	CULTURAL UNITY	875.05	0.00	0.00	0.00	875.05
		5350	NATIONAL HONOR SOCIETY	1,975.91	0.00	0.00	0.00	1,975.91
		5400	S-CLUB	412.01	0.00	0.00	0.00	412.01
		5405	SPIRIT CLUB	157.93	0.00	0.00	0.00	157.93
		5425	WARRIORS STAND FOR THE SILENT	183.52	0.00	0.00	0.00	183.52
		5500	SCIENCE & mATH cLUB	5,503.64	0.00	0.00	0.00	5,503.64
		5510	SCIENCE TRIP	31.26	0.00	0.00	0.00	31.26
		5515	INDUST. TECH GRANT SCHS	2,000.00	0.00	0.00	0.00	2,000.00
		5525	SCIENCE FAIR	746.17	0.00	0.00	0.00	746.17
		5550	STUDENT COUNCIL	5,336.66	250.00	0.00	0.00	5,586.66
		5575	504 R ACTIVITY FUND	319.22	0.00	0.00	0.00	319.22
		5600	RICHLAND ACTIVITY FUND	65.35	360.00	410.00	0.00	15.35
		5610	FISHER 24 ACTIVITY FUND	5,661.90	0.00	923.34	0.00	4,738.56
		5620	SCHUYLER ELEMENTARY SCHOOL	572.24	0.00	184.79	0.00	387.45
		5621	SES FELICIATIONS	0.00	0.00	0.00	0.00	0.00
		5622	SES FIELD DAY	7,125.30	0.00	0.00	0.00	7,125.30
		5623	SES Vocal Music Club	1,110.15	0.00	0.00	0.00	1,110.15
		5624	SES LIBRARY	1,780.88	0.00	0.00	0.00	1,780.88
		5631	SES POP FUND	1,181.04	0.00	0.00	0.00	1,181.04
		5632	SES Band CLUB	242.00	13.00	35.10	0.00	219.90
		5633	SES STEM	3,108.22	0.00	1,312.97	0.00	1,795.25
		5650	BRAINSTORMING	0.00	0.00	0.00	0.00	0.00
		5675	TEEN MOM'S	133.86	0.00	0.00	0.00	133.86
		5700	A.S.K.	1,609.80	0.00	0.00	0.00	1,609.80
		5725	STUDENT COUNCIL MAKE A WISH	924.37	0.00	0.00	0.00	924.37
		5750	FELLOWSHIP CHRISTIANS FOR ATHLETICS	84.43	0.00	0.00	0.00	84.43
		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	558.23	373.00	545.00	0.00	386.23
		5900	SMS GENERAL ACTIVITY	1,963.56	22.47	117.85	0.00	1,868.18
		5901	SMS STUDENT COUNCIL	11,316.73	943.90	627.64	-45.84	11,587.15
		5902	SMS LIBRARY	3,073.94	0.00	0.00	0.00	3,073.94
		5903	SMS RESOURCE ROOM	4,680.90	0.00	0.00	0.00	4,680.90
		5904	SMS BAND CLUB	883.14	0.00	20.70	0.00	862.44
		5905	SMS TEACHER POP 7702463	-277.25	0.00	0.00	0.00	-277.25

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
5906	SMS EDUCATIONQUEST FOUNDATION GRANT	750.00	0.00	0.00	0.00	750.00
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	267.23	0.00	0.00	0.00	267.23
5911	SMS YEARBOOK	1,351.48	0.00	0.00	0.00	1,351.48
5915	SMS WRESTLING CLUB	1,202.18	0.00	1,355.50	0.00	-153.32
5920	SMS FOOTBALL CLUB	67.80	0.00	0.00	0.00	67.80
5925	SMS BOYS BASKETBALL CLUB	475.53	0.00	0.00	0.00	475.53
5926	SMS GIRLS BASKETBALL	568.20	19.51	587.71	0.00	0.00
5930	YOUTH FOOTBALL	1,104.92	0.00	0.00	0.00	1,104.92
5935	YOUTH SPORTS	4,125.00	0.00	599.40	0.00	3,525.60
	F Totals:	89,277.00	18,068.38	19,610.02	-45.84	87,689.52
G	CONCESSION/VENDING					
6000	CONCESSION	2,403.20	804.71	225.67	0.00	2,982.24
6010	Imp. Fund-10%	2,597.62	130.71	94.17	0.00	2,634.16
6100	SCHS PEPSI 7701503	8,237.44	1,365.35	0.00	45.84	9,648.63
6125	SCHS LUNCH PEPSI	0.00	0.00	362.37	0.00	-362.37
6150	SCS FIELD HOUSE POP	2,639.05	0.00	0.00	0.00	2,639.05
6200	STUDENT POP	960.67	2.66	0.00	0.00	963.33
6300	TEACHER POP	4,552.20	49.05	0.00	0.00	4,601.25
6400	S-CLUB JUICE	31.29	2.66	0.00	0.00	33.95
6500	MAINTENANCE	7,942.23	42.37	0.00	0.00	7,984.60
6600	MILK MACHINE - FCCLA	171.53	0.00	0.00	0.00	171.53
	G Totals:	29,535.23	2,397.51	682.21	45.84	31,296.37

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID / Group ID	Site Name / Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
H	SALES							
		7000	HORTICULTURE	12,484.78	1,456.00	2,290.94	0.00	11,649.84
		7010	HOUSE CONSTRUCTION	2,468.02	0.00	0.00	0.00	2,468.02
		7020	HOUSE RENTAL	22,374.40	400.00	0.00	0.00	22,774.40
		7050	PLASMA CAM SALES	3,756.86	0.00	0.00	0.00	3,756.86
		7150	BBB CLUB ACCOUNT	-3.53	2,350.00	366.68	0.00	1,979.79
		7200	GBB CLUB ACCOUNT	-152.04	0.00	0.00	0.00	-152.04
		7215	BOYS GOLF CLUB ACCT.	3,005.40	0.00	0.00	0.00	3,005.40
		7225	GIRLS GOLF CLUB ACCOUNT	124.50	0.00	0.00	0.00	124.50
		7250	WRESTLING CLUB ACCOUNT	6,968.23	0.00	0.00	0.00	6,968.23
		7275	WRESTLING AIDS	737.34	0.00	351.51	0.00	385.83
		7300	BSOC CLUB ACCOUNT	4,308.18	0.00	0.00	0.00	4,308.18
		7325	GSOC CLUB ACCOUNT	3,866.49	0.00	0.00	0.00	3,866.49
		7350	G/B CROSS COUNTRY CLUB	1,151.14	90.56	0.00	0.00	1,241.70
		7400	FOOTBALL CLUB ACCOUNT	6,389.02	0.00	0.00	0.00	6,389.02
		7450	VOLLEYBALL CLUB ACCT.	9,511.43	0.00	0.00	0.00	9,511.43
		7500	SB CLUB ACCOUNT	1,163.17	0.00	60.00	0.00	1,103.17
		7550	STUDENT PURCHASES	243.66	0.00	0.00	0.00	243.66
		7600	TR. CLUB ACCT	2,206.98	0.00	0.00	0.00	2,206.98
			H Totals:	80,604.03	4,296.56	3,069.13	0.00	81,831.46
I	CLASSES							
		8000	ALUMNI ACCOUNT	1,386.24	0.00	0.00	0.00	1,386.24
		8255	CLASSES OF 2013	719.22	0.00	0.00	0.00	719.22
		8260	CLASS 2014	382.63	0.00	0.00	0.00	382.63
		8265	CLASS OF 2015	219.65	0.00	0.00	0.00	219.65
		8270	CLASS OF 2016	274.99	0.00	0.00	0.00	274.99
		8275	CLASS OF 2017	1,306.71	0.00	0.00	0.00	1,306.71
		8280	CLASS 2018	96.87	0.00	0.00	0.00	96.87
		8285	CLASS OF 2019	632.82	0.00	0.00	0.00	632.82
		8290	CLASS OF 2020	1,956.60	0.00	0.00	0.00	1,956.60
		8295	CLASS OF 2021	1,140.67	355.33	0.00	0.00	1,496.00
		8300	Class of 2022	244.00	0.00	0.00	0.00	244.00
		8305	CLASS OF 2023	0.00	0.00	0.00	0.00	0.00
		8320	CLASS OF 2026	561.53	0.00	0.00	0.00	561.53
		8325	CLASS OF 2027	999.51	0.00	0.00	0.00	999.51
		8330	CLASS OF 2028	1,144.91	358.00	738.82	0.00	764.09
		8335	CLASS OF 2029	1,171.21	0.00	141.67	0.00	1,029.54
		8340	CLASS OF 2030	2,327.45	365.00	740.93	0.00	1,951.52
		8345	CLASS OF 2031	654.36	0.00	36.00	0.00	618.36
		8350	Class of 2032	1,088.21	24.00	713.19	0.00	399.02
			I Totals:	16,307.58	1,102.33	2,370.61	0.00	15,039.30

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 12/01/2019 to 12/31/2019.

Site ID / Group ID	Site Name / Group Name / Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
J	YEARBOOK						
	8560	YEARBOOK	1,979.20	887.00	0.00	0.00	2,866.20
		J Totals:	1,979.20	887.00	0.00	0.00	2,866.20
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	83,683.73	760.00	3,799.75	0.00	80,643.98
	9035	SIXPENSE	366.12	0.00	230.00	0.00	136.12
	9040	SES BACK PACK PROGRAM	2,600.00	0.00	825.00	0.00	1,775.00
	9050	STAFF INSURANCE PURCHASES	467.65	25.82	58.09	0.00	435.38
	9075	KEY DEPOSITS & RENTAL FEES	6,508.25	48.00	0.00	0.00	6,556.25
	9100	BLOOD MOBILE	-131.56	0.00	0.00	0.00	-131.56
	9105	WELLNESS WARRIORS	3,524.77	0.00	0.00	0.00	3,524.77
	9110	PTO WELLNESS DAY DONATION	0.00	0.00	0.00	0.00	0.00
	9115	LUNCH CARD	2,446.05	0.00	0.00	0.00	2,446.05
	9125	TMH	71.20	0.00	0.00	0.00	71.20
	9150	PRINCIPAL	-112.76	57.80	31.50	0.00	-86.46
	9175	Technology Fee	38,175.26	9,164.00	538.00	0.00	46,801.26
		K Totals:	139,202.96	10,055.62	5,482.34	0.00	143,776.24
L	SCHOLARSHIPS/MEMORIALS						
	9200	TOUR	176.57	0.00	0.00	0.00	176.57
	9500	COLLEGE ACCESS GRANT	2,485.17	0.00	560.26	0.00	1,924.91
		L Totals:	2,661.74	0.00	560.26	0.00	2,101.48
		SCHUYL Totals:	409,680.33	45,675.49	70,545.95	0.00	384,809.87
		Report Totals:	409,680.33	45,675.49	70,545.95	0.00	384,809.87

SCHUYLER COMMUNITY SCHOOLS
Treasurer's Report
Fiscal Year 2020

GENERAL FUND	Dec-19	YTD 2019-2020
Beginning Cash Balance	**2,838,245.48**	**2,085,939.58**
Receipts:		
Colfax county Local District Tax	84,411.62	3,966,128.23
Butler county Local District Tax	5,763.17	513,072.26
Interest	1,742.35	10,245.51
License Fees	300.00	300.00
Rent of Facility		0.00
Curriculum Receipts		0.00
Other Local Receipts		0.00
Private grants		0.00
ESU Receipts		0.00
State Aid	376,953.00	1,507,812.00
Special Education	115,523.00	115,523.00
SPED Transportation		0.00
State Apportionment		0.00
Distant Ed Incentive		0.00
Six Pence		155,125.00
Other State Receipts		0.00
High Ability Learner		14,438.00
Title 1 Part A		0.00
Title I part B	6,282.00	14,649.00
Title I, SIG		268,891.22
Title II, Part A - Staff		49,218.00
SPED IDEA Base		92,576.00
SPED Preschool	4,648.00	4,648.00
SPED IDEA, Part B Enroll	299,737.00	299,737.00
SPED Ed IDEA CEIS		0.00
SPED non public		0.00
Medicaid in the Public Schools - MIPS		16,513.69
NASB MEDICAID Reimbursements		6,918.78
Carl Perkins Fund		358.00
E-Rate Reimbursement		0.00
Migrant		0.00
Title III	676.00	12,943.00
Title III Immigrant	683.00	8,536.00
Peak ILCD/other grants		0.00
21st Century Grant		82,446.00
Title IV A SSAE Grant		0.00
EducationQuest Grant		0.00
Buffett Foundation		0.00
Scott Foundation Grant - Child Well Being		0.00
Insurance Adjustments		0.00
Sale of Property		0.00
Other Non Revenue	50.00	247.20
Transfers in		0.00
Total Receipts	**896,769.14**	**7,140,325.89**
Non-program Receipts		
Non-program Receipts	437.44	8,283.24
Lunch & Coop Fund Reimbursements	29,389.48	116,141.27
Subtotal	**29,826.92**	**124,424.51**
Transfers from CD		
Transfers IN/OUT Money Market Accounts		0.00
Total Receipts & Transfers	**926,596.06**	**7,264,750.40**

General Fund Cash	**3,764,841.54**	**9,350,689.98**
General Fund Disbursements	-1,779,510.86	-7,365,359.30
Transfers In/Out Money Market Accounts		0.00
Prior Period Adjustment (Voided Checks)		0.00
Total Disbursements	**-1,779,510.86**	**-7,365,359.30**
GENERAL FUND Cash Balance	**1,985,330.68**	**1,985,330.68**

SPECIAL BUILDING FUND

Beginning Cash Balance	**12,363,302.02**	**13,526,044.28**
Colfax County Tax Collection	1,590.87	135,007.10
Butler County Tax Collection	140.61	18,061.84
School Project Support Donations		0.00
Sale of Property		0.00
Interest	8,044.53	38,747.34
2019 HS Bonds sold		0.00
Sale of Property		0.00
Non-revenue receipts		0.00
Total before non-program receipts	**9,776.01**	**191,816.28**
Non-program Receipts/transfers		0.00
Total Monthly Receipts	**9,776.01**	**191,816.28**
Cashed CD's		0.00
Total Building Fund Cash	**12,373,078.03**	**13,717,860.56**
Disbursements & Transfers:		
Total Expenditures	(1485416.99)	-2830199.52
Non-program Expenditures		0.00
Total Disbursements	**(1,485,416.99)**	**-2830199.52**
Special Building Fund Ending Balance	**10,887,661.04**	**10,887,661.04**

BOND FUND ACCOUNT

Beginning Balance Pinnacle Bank	**796,230.27**	**644,682.32**
New Bond K-3 2007 tax collections	2,054.59	153,414.53
Interest	26.14	214.15
		0.00
Total	**2,080.73**	**153,628.68**
Bond Payment	-725,356.36	-725,356.36
Expenditures		**0.00**
Balance 2007 bonds	**72,954.64**	**72,954.64**
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	**72,954.64**	**72,954.64**

DEPRECIATION FUND SAVINGS		
Beginning Balance Checking accounts	**228,779.01**	**233,687.75**
Receipts		0.00
Interest on Money Market Accounts	106.33	597.59
Non-program receipts		
Total	**228,885.34**	**234,285.34**
Disbursements	-5,400.00	-10,800.00
Transfers		
Non-program disbursements		
Ending Balance Cash account/Money Market Ac	**223,485.34**	**223,485.34**
DEPRECIATION FUND INVESTMENTS:		
Beginning Balance (800011254, 800012522, 583	**86,545.27**	**86,545.27**
CD's		**0.00**
Interest		**0.00**
Ending Balance Investments	**86,545.27**	**86,545.27**
Total Depreciation Funds	**310,030.61**	**310,030.61**
QUALIFIED CAPITAL PURPOSE BONDS		
Beginning balance	**4,036,485.31**	**3,763,989.26**
PINNACLE BANK (initial deposit+interest)		
Colfax County Tax Collections	1,754.94	135,194.85
Butler County Tax Collections	135.56	18,056.79
Interest & Transfers	2,659.00	11,617.30
US Treasury Receipts		112,176.61
Total Monthly Receipts	**4,549.50**	277,045.55
Transfers		0.00
Payments/Transfer of interest	-119,710.00	-119,710.00
Disbursements		
Fund Balance	**3,921,324.81**	**3,921,324.81**
EMPLOYEE BENEFITS FUND		
Beginning Balance	**59,044.27**	**38,423.01**
Deposits	6,621.83	49,853.31
Total Revenue	**65,666.10**	**88,276.32**
Disbursements & Transfers:	-4,782.14	-27,392.36
Ending Balance	**60,883.96**	**60,883.96**
EMPLOYEE BENEFITS FUND INVESTMENTS:		
Beginning Balance (800010018; 55375)	**13,486.76**	**13,486.76**
SCS CD's		0.00
Ending Balance	**13,486.76**	**13,486.76**
Total Employee Benefits Funds Investments	13,486.76	13,486.76
Total Employee Benefits Funds	**74,370.72**	**74,370.72**
SCS STUDENT FEES		
Beginning Balance	**83,552.28**	**75,160.25**
Receipts	688.00	11,452.65
Total	**84,240.28**	**86,612.90**
Disbursements	-284.81	-2,657.43
Ending Balance	**83,955.47**	**83,955.47**

SCS ACTIVITY FUND

Beginning Balance	**409,680.33**	**389,913.24**
Receipts	45,675.49	171,980.75
Total	**455,355.82**	**561,893.99**
Disbursements	-70,545.95	-177,084.12
Ending Balance	**384,809.87**	**384,809.87**

Lunch Fund

Beginning Balance Checking accounts	**189,176.38**	**217,277.49**
Receipts	129675.25	482,215.98
Interest	31.93	170.88
non-program receipts		0.00
Total Cash	**318,883.56**	**699,664.35**
Disbursements	-106,027.06	-486,807.85
non-program expenses		0.00
Total Expenditures	-106,027.06	-486,807.85
Total Lunch Funds	**212,856.50**	**212,856.50**

SCS COOPERATIVE FUND

Beginning Balance	**11,689.18**	**18,075.87**
Receipts	4,039.60	11,876.19
Total	**15,728.78**	**29,952.06**
Disbursements	-4,595.79	-18,819.07
Ending Balance	**11,132.99**	**11,132.99**

Submitted By:

Charles P. Misek, Treasurer

SCHUYLER COMMUNITY SCHOOLS

Revenue Summary Report

FY 2020

For the Month of DECEMBER 2019

Account	BUDGET 2019-20	Dec-19	2019-20 YTD TOTALS	Percent Collected
Tax Collections	14,784,334.00	90,174.79	4,479,200.49	30.30%
Tuition Rec'd Other Districts	-		-	0.00%
Interest earned on Local Receipts	1,000.00	1,742.35	10,245.51	1024.55%
CD Interest	17,500.00		-	0.00%
License Fee	3,500.00	300.00	300.00	8.57%
Community Service Activities	3,000.00		-	0.00%
Grants from Corp & other private	-		-	
Other Local Receipts	19,118.00		-	0.00%
ESU Receipts	2,000.00		-	0.00%
State Aid	3,277,820.00	376,953.00	1,507,812.00	46.00%
Sp Ed Programs	558,000.00	115,523.00	115,523.00	20.70%
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		14,438.00	222.12%
Six Pence	135,000.00		155,125.00	114.91%
Other State	5,000.00		-	0.00%
Title I, Part A	200,000.00		-	0.00%
Title I, part B	400,000.00	6,282.00	14,649.00	0.00%
Title I - School Improvement Grant	886,985.00		268,891.22	0.00%
Title IIA	40,000.00		49,218.00	123.05%
Title IIA, ESU7 Consortium	-		-	0.00%
IDEA, to age 5	82,576.00		92,576.00	0.00%
Sp Ed - Base	250,000.00	4,648.00	4,648.00	1.86%
Sp Ed-Part B Funds Enrollment	47,595.00	299,737.00	299,737.00	629.77%
Sp Ed - CEIS	45,000.00		-	0.00%
Sp Ed - Non public			-	0.00%
Medicaid in Public schools	10,000.00		16,513.69	0.00%
NASB NEBMAC MEDICAID	40,000.00		6,918.78	17.30%
Carl Perkins	5,000.00		358.00	7.16%
E-Rate Reimbursement	57,000.00		-	0.00%
Migrant	-		-	
Title III	80,000.00	676.00	12,943.00	16.18%
Title III Immigrant	4,575.00	683.00	8,536.00	186.58%
Peak ILCD/other grants	425.00		-	0.00%
21st Century Grant	272,109.00		82,446.00	30.30%
Title IV-A SSAE	-		-	
Save the Children Buffett Foundation			-	
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		50.00	247.20	0.00%
Total Program Receipts	**21,438,519.00**	**896,769.14**	**7,140,325.89**	33.31%
Non Program Receipts				
Non Program Receipts	-	437.44	8,283.24	
Lunch, Coop Payroll or Reimb	-	29,389.48	116,141.27	
	-			

Total Receipts	**21,438,519.00**	**926,596.06**	**7,264,750.40**	
Total Budgeted Beginning Cash	2,085,939.58			
Total Resources Available	**23,524,458.58**			
Audit adjustments				
OTHER FUND RECEIPTS				
Depreciation Fund Receipts	200,000.00	106.33	597.59	0.30%
Employee Benefits Fund Receipts	80,000.00	6,621.83	49,853.31	62.32%
Qualified Capital Purpose Fund	750,000.00	4,549.50	277,045.55	36.94%
Activities Fund Receipts	500,000.00	45,675.49	171,980.75	34.40%
Lunch Fund Receipts	1,100,000.00	129,707.18	482,386.86	43.85%
Bond Fund	500,000.00	2,080.73	153,628.68	30.73%
Special Bldg Fund	150,000.00	9,776.01	191,816.28	127.88%
Cooperative Fund	100,000.00	4,039.60	11,876.19	11.88%
Student Fee Receipts	36,000.00	688.00	11,452.65	31.81%
TOTAL OTHER FUND RECEIPTS	**3,416,000.00**	**203,244.67**	**1,350,637.86**	
Beginning Balances	19,007,285.61			
TOTAL SCS FUND RECEIPTS	***45,947,744.19***	**1,129,840.73**	**8,615,388.26**	
Transfer				
General Fund	-		-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund			-	
Activity Fund			-	
Lunch Fund			-	
Bond Fund			-	
Special Building Fund			-	
Cooperative Fund				
Student Fees Fund			-	
TOTAL TRANSFERS		**-**	**-**	
TOTAL SCS RECEIPTS WITH TRANSFERS		**1,129,840.73**	**8,615,388.26**	

SCHUYLER COMMUNITY SCHOOLS
EXPENDITURE SUMMARY
FISCAL YEAR 2020
Monthly Expenditures

Account	2019-20 Budget	Dec-19	YTD 2019-20	Percent 2019-20
Regular Instructional Programs	11,992,000.00	743,884.02	3,469,368.18	28.93%
Special Education Instructional Programs	1,048,005.00	161,008.18	625,921.65	59.73%
Summer School	42,000.00	-	10.02	0.02%
Support Services-Pupils	950,000.00	44,377.25	182,707.47	19.23%
OT/PT/Speech/Vision	50,000.00	69,240.83	184,622.97	369.25%
Support Services-Staff	652,415.00	92,151.88	387,204.81	59.35%
General Administration	500,000.00	44,413.44	164,005.38	35.31%
Office Of The Principal	1,050,000.00	86,912.41	370,785.80	42.50%
Support Services-Business	150,800.00	13,782.36	64,086.13	42.50%
Furniture and Equipment	36,400.00	-	292.40	0.80%
Support Services-Maintenance & Operation	1,938,256.00	123,596.07	642,566.64	33.15%
Support Services-Pupil Transportation	75,320.00	8,153.50	50,191.40	66.64%
Community Services	40,000.00	5,579.29	26,314.09	65.79%
State Categorical Programs	385,400.00	31,118.28	130,854.98	33.95%
Federal Programs	2,195,423.00	326,037.17	942,573.61	42.93%
Debt Service	232,500.00	-	-	0.00%
Transfers	100,000.00	-	-	0.00%
Total Program Expenditures	**21,438,519.00**	**1,750,254.68**	**7,241,505.53**	**33.78%**
Non Prog. Expenditures - Misc			7,845.80	
Non Prog. Expenditures - Lunch & Coop		29,389.48	116,141.27	
Total Expenditures	**21,438,519.00**	**1,779,644.16**	**7,365,492.60**	
Budgeted Cash Reserve	3,000,000.00			
Total Requirements	**24,438,519.00**	**1,779,644.16**	**7,365,492.60**	
OTHER FUND DISBURSEMENTS				
Depreciation Fund Disbursements	850,000.00	5,400.00	10,800.00	1.27%
Employee Benefits Fund Disbursements	145,560.00	4,782.14	27,392.36	18.82%
Qualified Capital Purpose Fund	4,340,000.00	119,710.00	119,710.00	2.76%
Activities Fund Disbursements	600,000.00	70,545.95	177,084.12	29.51%
Lunch Fund Disbursements	1,225,000.00	106,027.06	486,807.85	39.74%
Bond Fund	1,675,000.00	725,356.36	725,356.36	43.30%
Special Bldg Fund Disbursements	13,500,000.00	1,485,416.99	2,830,199.52	20.96%
Cooperative	150,000.00	4,595.79	18,819.07	12.55%
Student Fee Disbursements	70,000.00	284.81	2,657.43	3.80%
	22,555,560.00	2,522,119.10	4,398,826.71	19.50%
Other fund Cash Reserves				
TOTAL DISTRICT'S DISBURSEMENTS	**46,994,079.00**	**4,301,763.26**	**11,764,319.31**	
Transfer funds				
General Fund			-	
Depreciation Fund			-	
Employee Benefits			-	
Qualified Capital Purpose Fund			-	
Activity Fund			-	
Lunch Fund Transfers			-	
Bond Fund			-	
Special Building Fund			-	
Cooperative Fund			-	
Student Fees Fund			-	
Transfer funds		-	-	
TOTAL DISTRICT EXPENDITURES		**4,301,763.26**	**11,764,319.31**	

SCHUYLER COMMUNITY SCHOOLS
LUNCH PROGRAM
BUDGET TO ACTUAL
FISCAL YEAR 2020

Receipts:	**Budget 2019-2020**	**December 2019**	**YTD Actual 2019-2020**	**% of Budget**
Sale of Meals	174722.51	17069.60	84087.02	48.13%
Interest	500.00	31.93	138.94	27.79%
State Reimbursement	7000.00		0.00	0.00%
Federal Reimbursement	825000.00	85231.25	326089.08	39.53%
Other Income	500.00	7805.35	7805.35	1561.07%
Other Non-Revenue Income	0.00		0.00	
Transfer	0.00		0.00	
Non-program receipts	0.00		0.00	0.00%
Total Receipts	**1007722.51**	**110138.13**	**418120.39**	**41.49%**
Beginning Cash	217277.49			
Transfer between accts				
Total Receipts & Beg. Cash	**1225000.00**			
Expenditures				
Regular Salaries	371000.00	24563.52	98327.27	26.50%
Substitute Salaries	15000.00	2491.50	8535.70	56.90%
Employee Benefits	160500.00	14444.85	58378.80	36.37%
Contracted Services	1000.00		0.00	0.00%
Gas & Van Service	1500.00	75.50	75.50	5.03%
Food	620000.00	60889.55	262397.92	42.32%
Software	5000.00		0.00	0.00%
Supplies & Materials	30000.00	2665.45	15558.53	51.86%
Equipment	10000.00		39425.48	394.25%
Equipment Repair	8000.00	192.09	2456.02	30.70%
Miscellaneous	3000.00	704.60	1195.37	39.85%
Non-program Expenditures	0.00		0.00	
Total Expenditures	**1225000.00**	**106027.06**	**486350.59**	**39.70%**
Necessary Cash Reserves	**0.00**			
TOTAL REQUIREMENTS	**1225000.00**			
Transfers back between accts				
Revenue over Expenses		**4,111.07**	**(68,230.20)**	

REVENUE REPORT	2012-13	%	2013-14	%	2014-15	%	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%
September Total	**$3,243,881.77**	**20.04%**	**$3,265,998.95**	**18.78%**	**$3,689,300.73**	**17.69%**	**$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**	**19.10%**
Local/County	$2,721,553.23	29.79%	$2,722,697.71	27.36%	$2,959,876.38	25.25%	$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%
State	$486,165.87	8.37%	$517,078.69	8.34%	$581,961.52	8.41%	$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%
Federal	$35,044.21	2.85%	$26,108.00	2.12%	$147,462.83	6.66%	$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%
Other	$1,118.46	11.18%	$114.55	1.15%	$0.00	0.00%	$187.19	1.87%	$141.90	1.42%		0.00%		0.00%	$35.00	0.31%
October Total	**$800,294.79**	**24.99%**	**$849,385.19**	**23.67%**	**$819,772.20**	**21.62%**	**$919,934.61**	**22.52%**	**$800,032.03**	**22.82%**	**$812,931.69**	**25.34%**	**$681,958.11**	**22.79%**	**$1,377,824.61**	**25.52%**
Local/County	$269,910.85	32.75%	$259,569.32	29.96%	$225,585.97	27.18%	$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%
State	$493,020.87	16.85%	$523,529.69	16.79%	$588,572.52	16.92%	$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%
Federal	$35,048.93	5.70%	$349.10	2.15%	$3,548.58	6.82%	$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%
Other	$2,314.14	34.33%	$65,937.08	660.52%	$2,065.13	20.65%	$0.00	1.87%	$245.00	3.87%		0.00%		0.00%	$46.40	0.73%
November Total	**$681,651.52**	**29.20%**	**$670,719.61**	**27.53%**	**$704,918.79**	**25.00%**	**$841,237.42**	**26.56%**	**$934,567.57**	**27.42%**	**$404,661.44**	**27.36%**	**$647,571.18**	**25.81%**	**$771,613.90**	**29.12%**
Local/County	$95,304.63	33.79%	$112,741.80	31.10%	$98,109.77	28.01%	$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%
State	$483,165.87	25.17%	$515,078.69	25.09%	$581,961.52	25.33%	$0.00	16.65%	$405,292.50	24.30%	$274,019.00	23.11%	$327,782.00	22.24%	$468,434.00	25.55%
Federal	$97,466.14	13.62%	$35,415.49	5.03%	$24,291.13	7.92%	$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%
Other	$5,714.88	91.47%	$7,483.63	735.35%	$556.37	26.22%	$2,311.65	24.99%	$0.00	3.87%	$11,598.00	115.98%		0.00%	$115.80	1.77%
December Total	**$862,123.68**	**34.53%**	**$800,090.95**	**32.13%**	**$894,606.37**	**29.29%**	**$1,243,678.07**	**32.52%**	**$863,838.51**	**31.68%**	**$683,867.94**	**30.77%**	**$745,256.34**	**29.28%**	**$896,769.14**	**33.31%**
Local/County	$272,803.54	36.78%	$192,538.93	33.03%	$226,629.75	29.95%	$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%
State	$569,949.87	34.98%	$607,161.69	34.89%	$655,231.52	34.80%	$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%
Federal	$3,417.77	13.90%	$0.00	5.03%	$7,379.81	8.25%	$14,668.35	29.55%	$192,255.21	43.56%	$24,014.40	33.47%	$0.00	8.62%	$312,026.00	55.23%
Other	$15,952.50	251.00%	$390.33	739.26%	$5,365.29	79.87%	$7,074.04	95.73%	$0.00	3.87%	$0.00	115.98%	$0.00	0.00%	$50.00	2.22%
January total	**$1,292,143.75**	**42.51%**	**$2,125,248.63**	**44.35%**	**$1,840,957.36**	**38.12%**	**$2,258,459.02**	**43.35%**	**$1,894,173.38**	**41.00%**	**$2,829,527.97**	**44.88%**	**$2,143,935.43**	**39.29%**	**$0.00**	**33.31%**
Local/County	$665,610.57	44.07%	$1,194,008.87	45.03%	$1,173,520.62	39.96%	$1,324,921.74	42.50%	$1,361,047.88	39.98%	$1,549,462.72	40.31%	$1,456,969.16	40.60%		30.37%
State	$572,198.87	44.83%	$606,631.69	44.67%	$655,231.52	44.27%	$931,190.66	52.80%	$522,738.50	42.68%	$521,133.00	47.27%	$587,974.82	45.39%		35.22%
Federal	$44,861.18	17.55%	$324,573.84	31.44%	$11,844.10	8.79%	$2,346.62	29.64%	$3,497.12	43.75%	$758,932.25	78.91%	$98,991.45	13.97%		55.23%
Other	$9,473.13	345.73%	$34.23	739.60%	$361.12	83.48%		95.73%	$6,889.88	72.77%		115.98%	$0.00	0.00%		2.22%
February Total	**$1,220,138.54**	**50.05%**	**$1,148,504.60**	**50.96%**	**$1,728,208.84**	**46.41%**	**$852,443.43**	**47.44%**	**$1,182,532.68**	**46.82%**	**$968,000.97**	**49.70%**	**$1,506,024.77**	**46.31%**	**$0.00**	**33.31%**
Local/County	$252,933.44	46.84%	$247,669.25	47.52%	$255,338.86	42.14%	$262,178.17	44.52%	$285,384.80	42.10%	$346,579.55	42.68%	$484,057.23	43.81%		30.37%
State	$845,016.92	59.37%	$891,484.60	59.05%	$1,030,379.73	59.16%	$523,430.65	63.05%	$735,559.01	57.25%	$621,370.07	63.64%	$680,247.54	60.56%		35.22%
Federal	$3,615.29	17.84%	$8,725.67	32.15%	$442,490.25	28.78%	$66,834.61	32.04%	$161,430.75	52.79%		78.91%	$341,720.00	32.45%		55.23%
Other	$118,572.89	1531.46%	$625.08	745.85%	$0.00	83.48%		95.73%	$158.12	74.35%	$51.35	116.49%		0.00%		2.22%
March total	**$1,555,657.68**	**59.66%**	**$1,088,408.12**	**57.22%**	**$1,211,095.78**	**52.21%**	**$1,513,121.85**	**54.70%**	**$876,612.25**	**51.14%**	**$1,614,261.92**	**57.75%**	**$1,197,908.35**	**51.90%**	**$0.00**	**33.31%**
Local/County	$452,827.33	51.79%	$322,560.66	50.76%	$425,766.41	45.77%	$485,798.34	48.27%	$343,463.17	44.65%	$874,833.73	48.68%	$735,622.34	48.68%		30.37%
State	$575,647.87	69.28%	$628,728.00	69.19%	$664,297.52	68.76%	$500,780.51	72.85%	$523,290.50	67.62%	$505,145.00	76.95%	$451,351.00	70.63%		35.22%
Federal	$526,637.48	60.66%	$136,430.87	43.25%	$120,632.85	34.23%	$515,712.32	50.59%	$9,786.44	53.33%	$232,369.39	92.82%	$10,874.49	33.03%		55.23%
Other	$545.00	1536.91%	$688.59	752.73%	$399.00	87.47%	$10,830.68	204.04%	$72.14	75.07%	$1,913.80	135.63%	$60.52	0.61%		2.22%
April Total	**$1,171,427.67**	**66.90%**	**$1,633,241.15**	**66.61%**	**$1,863,742.31**	**61.15%**	**$2,030,684.75**	**64.43%**	**$2,508,145.70**	**63.49%**	**$1,882,637.98**	**67.14%**	**$1,790,266.77**	**60.25%**	**$0.00**	**33.31%**
Local/County	$549,372.21	57.81%	$1,008,894.58	60.89%	$998,263.70	54.29%	$1,277,509.82	58.12%	$1,354,835.34	54.72%	$1,226,461.20	57.09%	$1,335,750.77	57.53%		30.37%
State	$534,523.87	78.48%	$608,417.69	79.01%	$684,985.53	78.66%	$509,797.76	82.83%	$530,337.50	78.12%	$130,411.00	80.39%	$452,516.00	80.72%		35.22%
Federal	$87,131.59	67.75%	$13,969.09	44.39%	$180,493.08	42.38%	$243,077.17	59.34%	$619,472.86	88.00%	$525,765.78	124.31%	$2,000.00	33.14%		55.23%
Other	$400.00	1540.91%	$1,959.79	772.33%	$0.00	87.47%	$300.00	207.04%	$3,500.00	110.07%		135.63%		0.61%		2.22%
May Total	**$3,940,649.71**	**91.25%**	**$3,932,891.88**	**89.23%**	**$4,708,506.23**	**83.73%**	**$4,701,494.65**	**86.98%**	**$5,182,724.79**	**89.01%**	**$5,392,764.13**	**94.03%**	**$4,923,775.77**	**83.22%**	**$0.00**	**33.31%**
Local/County	$3,090,817.05	91.64%	$3,268,977.47	93.74%	$3,823,961.03	86.91%	$3,802,993.88	87.45%	$4,437,550.99	87.67%	$4,713,266.24	89.42%	$4,459,175.77	87.07%		30.37%
State	$723,278.87	90.93%	$609,889.66	88.85%	$663,745.52	88.25%	$556,121.29	93.72%	$516,629.50	88.35%	$674,811.00	98.17%	$449,702.00	90.76%		35.22%
Federal	$110,514.87	76.73%	$48,453.34	48.33%	$220,669.22	52.35%	$342,379.48	71.65%	$223,752.87	100.52%	$4,686.89	124.59%	$14,898.00	33.95%		55.23%
Other	$16,038.92	1701.30%	$5,571.41	828.05%	$130.46	88.77%		207.04%	$4,791.43	157.98%		135.63%		0.61%		2.22%
June Total	**$1,127,680.84**	**98.22%**	**$1,133,300.30**	**95.75%**	**$1,148,776.66**	**89.24%**	**$1,493,688.04**	**94.14%**	**$1,400,905.70**	**95.91%**	**$594,899.27**	**97.00%**	**$1,384,220.99**	**89.67%**	**$0.00**	**33.31%**
Local/County	$490,950.58	97.02%	$316,040.03	96.91%	$300,080.50	89.47%	$863,965.74	94.11%	$577,183.40	91.96%	$253,977.33	91.16%	$659,670.31	91.44%		30.37%
State	$612,293.90	101.47%	$666,530.56	99.60%	$700,820.48	98.38%	$526,569.77	104.03%	$795,801.97	104.12%	$339,195.00	107.11%	$508,033.00	102.09%		35.22%
Federal	$23,735.41	78.66%	$149,047.80	60.45%	$146,450.68	58.97%	$102,986.09	75.36%	$27,920.33	102.08%	$1,600.00	124.68%	$216,517.68	45.66%		55.23%
Other	$700.95	1708.31%	$1,681.91	844.87%	$1,425.00	103.02%	$166.44	208.70%	$0.00	157.98%	$126.94	136.90%		0.61%		2.22%
July Total	**$175,787.22**	**99.30%**	**$211,749.74**	**96.97%**	**$389,401.73**	**91.10%**	**$229,587.05**	**95.24%**	**$179,037.44**	**96.79%**	**$73,390.13**	**97.36%**	**$732,262.67**	**93.09%**	**$0.00**	**33.31%**
Local/County	$136,849.87	98.52%	$77,114.79	97.69%	$332,808.51	92.31%	$103,610.47	94.91%	$135,494.63	92.97%	$17,969.13	91.29%	$216,886.67	92.87%		30.37%
State	$0.00	101.47%	$6,837.50	99.71%	$35,084.52	98.89%	$0.00	104.03%	$0.00	104.12%	$0.00	107.11%	$102,387.00	104.37%		35.22%
Federal	$35,598.85	81.56%	$127,411.04	70.82%	$21,073.17	59.92%	$119,497.83	79.66%	$15,039.00	102.93%	$55,421.00	128.00%	$412,989.00	67.99%		55.23%
Other	$3,338.50	1741.69%	$386.41	848.73%	$435.53	107.38%	$6,478.75	273.49%	$28,503.81	443.02%		136.90%		0.61%		2.22%
August Total	**$587,272.25**	**102.93%**	**$439,373.88**	**99.50%**	**$617,773.93**	**94.07%**	**$1,249,431.71**	**101.23%**	**$314,415.70**	**98.34%**	**$1,434,937.34**	**104.52%**	**$912,684.24**	**97.34%**	**$0.00**	**33.31%**
Local/County	$310,399.36	101.92%	$358,946.75	101.29%	$377,791.04	95.53%	$830,622.55	101.31%	$130,881.70	93.94%	$880,456.63	97.33%	$762,004.02	97.92%		30.37%
State	$0.00	101.47%	$41,490.58	100.38%	$0.00	98.89%	$56,784.53	105.14%		104.12%	$123,161.60	110.35%	$0.00	104.37%		35.22%
Federal	$229,726.99	100.24%	$38,925.14	73.99%	$216,848.53	69.72%	$283,118.59	89.84%	$183,534.00	113.20%	$431,319.11	153.83%	$146,946.22	75.93%		55.23%
Other	$47,145.90	2213.15%	$11.41	848.84%	$23,134.36	338.72%	$78,906.04	1062.55%		443.02%		136.90%	$3,734.00	37.95%		2.22%
Total Received	**$16,658,709.42**	**102.93%**	**$17,298,913.00**	**99.50%**	**$19,617,060.93**	**94.07%**	**$21,111,160.17**	**101.23%**	**$19,971,727.51**	**98.34%**	**$20,960,949.01**	**104.52%**	**$20,869,291.30**	**97.34%**	**$7,140,325.89**	**33.31%**
Total Budgeted	**$16,184,118.00**		**$17,386,713.00**		**$20,854,313.00**		**$20,854,313.00**		**$20,309,772.00**		**$20,055,234.00**		**$21,438,519.00**		**$21,438,519.00**	
Local/County Budgeted	$9,134,315.00		$9,953,110.00		$11,721,501.00		$12,967,000.00		$13,464,451.00		$14,580,040.00		$15,096,341.00		$14,784,334.00	
State Budgeted	$5,809,931.00		$6,199,437.00		$6,919,305.00		$5,107,423.00		$5,048,400.00		$3,795,194.00		$4,482,678.00		$5,090,531.00	
Federal Budgeted	$1,229,872.00		$1,229,166.00		$2,213,506.00		$2,779,889.00		$1,786,921.00		$1,670,000.00		$1,849,500.00		$1,552,500.00	
Others Budgeted	$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$10,000.00		$11,154.00	
Over/Under	**474,591.42**	**2.93%**	(87,800.00)	**-0.50%**	(1,237,252.07)	**-5.93%**	**256,847.17**	**1.23%**	(338,044.49)	**-1.66%**	**905,715.01**	**4.52%**	($69,227.70)	**-2.66%**	(14,298,193.11)	**-66.69%**

EXPENDITURE REPOR	2012-13	%	2013-14	%	2014-15	%	2015-16	%	2016-17	%	2017-18	%	2018-19	%	2019-20	%
September Total	**$1,849,309.87**	**10.70%**	**$1,617,997.97**	**9.11%**	**$1,586,003.98**	**7.93%**	**$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**	**8.28%**
Payroll and Benefits	$1,227,892.31	8.69%	$1,283,591.68	8.75%	$1,293,637.93	7.79%	$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	8.56%
Accounts Payable	$621,417.56	19.70%	$334,406.29	10.83%	$292,366.05	8.60%	$292,560.49	8.60%	$133,022.86	4.31%	$79,234.75	2.53%	$204,441.67	5.87%	$223,800.02	6.77%
October Total	**$1,333,822.76**	**18.41%**	**$1,401,716.38**	**17.00%**	**$1,610,650.56**	**15.98%**	**$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**	**16.45%**
Payroll and Benefits	$1,143,367.18	16.78%	$1,181,349.20	16.79%	$1,258,567.43	15.37%	$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	16.75%
Accounts Payable	$190,455.58	25.73%	$220,367.18	17.97%	$352,083.13	18.95%	$335,362.33	18.47%	$299,078.73	14.00%	$357,887.98	13.93%	$379,499.38	16.76%	$264,715.03	14.78%
November Total	**$1,445,993.76**	**26.77%**	**$1,536,909.02**	**25.65%**	**$1,478,880.75**	**23.38%**	**$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**	**25.61%**
Payroll and Benefits	$1,150,477.61	24.91%	$1,198,104.30	24.96%	$1,271,292.91	23.03%	$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	25.10%
Accounts Payable	$295,516.15	35.10%	$338,804.72	28.95%	$207,587.84	25.06%	$231,620.17	25.28%	$439,467.67	28.23%	$282,650.34	22.94%	$430,143.67	29.11%	$451,131.83	28.43%
December Total	**$1,357,283.75**	**34.62%**	**$1,344,398.22**	**33.22%**	**$1,446,578.00**	**30.61%**	**$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**	**33.78%**
Payroll and Benefits	$1,148,765.66	33.04%	$1,185,882.01	33.04%	$1,244,464.16	30.53%	$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	33.34%
Accounts Payable	$208,518.09	41.71%	$158,516.21	34.08%	$202,113.84	31.00%	$210,457.51	31.47%	$220,955.72	35.39%	$176,065.05	28.56%	$236,642.32	35.90%	$256,182.90	36.19%
January total	**$1,264,922.47**	**41.94%**	**$1,312,879.88**	**40.61%**	**$1,416,599.92**	**37.69%**	**$1,478,112.93**	**38.55%**	**$1,575,058.75**	**40.08%**	**$1,633,516.52**	**40.32%**	**$1,704,823.80**	**40.84%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,120,649.98	40.97%	$1,177,040.50	41.05%	$1,257,022.65	38.10%	$1,298,596.35	38.92%	$1,388,499.67	39.84%	$1,438,173.00	41.32%	$1,477,790.55	40.54%		33.34%
Accounts Payable	$144,272.49	46.28%	$135,839.38	38.48%	$159,577.27	35.70%	$179,516.58	36.75%	$186,559.08	41.43%	$195,343.52	34.78%	$227,033.25	42.41%		36.19%
February Total	**$1,311,064.49**	**49.52%**	**$1,403,873.80**	**48.51%**	**$1,618,399.15**	**45.79%**	**$1,526,340.07**	**46.18%**	**$1,596,272.75**	**47.93%**	**$1,649,623.40**	**48.40%**	**$1,725,930.50**	**48.89%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,137,572.54	49.02%	$1,191,361.71	49.17%	$1,256,823.51	45.67%	$1,291,244.15	46.70%	$1,349,013.62	47.66%	$1,391,119.52	49.38%	$1,435,662.72	48.53%		33.34%
Accounts Payable	$173,491.95	51.78%	$212,512.09	45.37%	$361,575.64	46.33%	$235,095.92	43.67%	$247,259.13	49.44%	$258,503.88	43.02%	$290,267.78	50.74%		36.19%
March total	**$1,325,835.62**	**57.19%**	**$1,349,916.60**	**56.11%**	**$1,463,652.98**	**53.10%**	**$1,604,907.73**	**54.21%**	**$1,628,284.06**	**55.93%**	**$1,643,416.11**	**56.46%**	**$1,701,819.92**	**56.83%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,153,519.72	57.18%	$1,198,109.22	57.33%	$1,290,767.24	53.45%	$1,333,219.78	54.73%	$1,385,812.13	55.68%	$1,420,120.87	57.61%	$1,443,608.06	56.58%		33.34%
Accounts Payable	$172,315.90	57.24%	$151,807.38	50.29%	$172,885.74	51.42%	$271,687.95	51.66%	$242,471.93	57.30%	$223,295.24	50.14%	$258,211.86	58.16%		36.19%
April Total	**$1,280,538.15**	**64.60%**	**$1,330,513.12**	**63.60%**	**$1,488,270.17**	**60.55%**	**$1,393,336.22**	**61.18%**	**$1,605,283.97**	**63.82%**	**$1,595,748.63**	**64.28%**	**$1,644,321.37**	**64.50%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,130,521.26	65.17%	$1,181,684.00	65.38%	$1,261,959.40	61.05%	$1,295,557.89	62.54%	$1,349,987.19	63.50%	$1,392,441.45	65.67%	$1,416,457.92	64.46%		33.34%
Accounts Payable	$150,016.89	62.00%	$148,829.12	55.11%	$226,310.77	58.07%	$97,778.33	54.53%	$255,296.78	65.57%	$203,307.18	56.62%	$227,863.45	64.70%		36.19%
May Total	**$1,350,912.94**	**72.41%**	**$1,454,410.75**	**71.79%**	**$1,433,181.09**	**67.71%**	**$1,590,118.89**	**69.13%**	**$1,772,744.18**	**72.53%**	**$1,920,226.07**	**73.69%**	**$1,907,569.73**	**73.40%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,159,091.91	73.37%	$1,192,409.39	73.51%	$1,266,060.96	68.68%	$1,288,718.16	70.30%	$1,328,667.38	71.20%	$1,403,191.42	73.80%	$1,434,293.62	72.45%		33.34%
Accounts Payable	$191,821.03	68.08%	$262,001.36	63.60%	$167,120.13	62.99%	$301,400.73	63.40%	$444,076.80	79.95%	$517,034.65	73.10%	$473,276.11	78.28%		36.19%
June Total	**$1,500,316.16**	**81.09%**	**$1,478,554.44**	**80.11%**	**$1,786,307.10**	**76.64%**	**$1,905,598.30**	**78.65%**	**$1,913,859.70**	**81.93%**	**$1,934,814.67**	**83.18%**	**$2,007,087.28**	**82.76%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,147,558.00	81.49%	$1,188,929.32	81.61%	$1,281,344.42	76.40%	$1,310,032.08	78.19%	$1,363,166.89	79.10%	$1,410,864.62	81.97%	$1,439,871.60	80.47%		33.34%
Accounts Payable	$352,758.16	79.26%	$289,625.12	72.98%	$504,962.68	77.84%	$595,566.22	80.91%	$550,692.81	97.79%	$523,950.05	89.81%	$567,215.68	94.56%		36.19%
July Total	**$1,340,066.51**	**88.84%**	**$1,318,578.29**	**87.53%**	**$1,917,135.16**	**86.23%**	**$1,522,654.33**	**86.27%**	**$1,670,132.49**	**90.14%**	**$1,664,126.84**	**91.34%**	**$1,810,156.40**	**91.21%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,119,731.82	89.41%	$1,163,519.86	89.54%	$1,259,810.39	83.99%	$1,306,272.91	86.06%	$1,366,690.15	87.01%	$1,397,327.62	90.07%	$1,433,090.84	88.45%		33.34%
Accounts Payable	$220,334.69	86.24%	$155,058.43	78.00%	$657,324.77	97.17%	$216,381.42	87.28%	$303,442.34	107.62%	$266,799.22	98.31%	$377,065.56	105.38%		36.19%
August Total	**$1,326,233.19**	**96.51%**	**$1,916,892.73**	**98.32%**	**$2,304,800.20**	**97.75%**	**$2,255,212.34**	**97.54%**	**$1,643,692.26**	**98.22%**	**$1,763,664.53**	**99.98%**	**$1,869,245.30**	**99.92%**	**$0.00**	**33.78%**
Payroll and Benefits	$1,188,034.58	97.82%	$1,215,792.69	97.82%	$1,253,854.19	91.54%	$1,327,324.79	94.06%	$1,335,378.74	94.75%	$1,398,339.51	98.17%	$1,423,449.07	96.38%		33.34%
Accounts Payable	$138,198.61	90.62%	$701,100.04	100.71%	$1,050,946.01	128.09%	$927,887.55	114.57%	$308,313.52	117.61%	$365,325.02	109.96%	$445,796.23	118.18%		36.19%
Total Expended	**$16,686,299.67**	**96.51%**	**$17,466,641.20**	**98.32%**	**$19,550,459.06**	**97.75%**	**$19,508,677.30**	**97.54%**	**$19,987,800.27**	**98.22%**	**$20,396,977.88**	**99.98%**	**$21,422,311.50**	**99.92%**	**$7,241,372.23**	**33.78%**
Total Budgeted	**$17,290,444.00**		**$17,764,736.00**		**$19,999,791.00**		**$19,999,791.00**		**$20,350,895.00**		**$20,400,895.00**		**$21,438,519.00**		**$21,438,519.00**	
Payroll and Benefits	$14,135,441.00		$14,677,899.00		$16,599,826.53		$16,599,826.53		$17,263,819.59		$17,263,819.59		$17,954,372.37		$18,133,916.10	
Accounts Payable	$3,155,003.00		$3,086,837.00		$3,399,964.47		$3,399,964.47		$3,087,075.41		$3,137,075.41		$3,484,146.63		$3,304,602.90	
Over/Under	(604,144.33)	**3.49%**	(298,094.80)	**1.68%**	(449,331.94)	**2.25%**	(491,113.70)	**2.46%**	(363,094.73)	**1.78%**	(3,917.12)	**0.02%**	(16,207.50)	**0.08%**	(14,197,146.77)	**66.22%**

2018-19 School Year

01	General Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	SPED Expenditures	1,009,565.00	159,779.28	211,385.66	226,548.45	244,284.46	233,525.65	213,485.74	233,222.82	228,259.64	227,302.67	234,502.84	318,433.33	156,563.62	2,687,294.16	(1,677,729.16)	266.18%
	Non-SPED Expenditures	20,428,954.00	1,522,235.70	1,586,685.17	1,654,332.99	1,446,105.49	1,471,298.15	1,512,444.76	1,468,597.10	1,416,061.73	1,680,267.06	1,772,584.44	1,491,723.07	1,712,681.68	18,735,017.34	1,693,936.66	91.71%
	Total Expenditures	21,438,519.00	1,682,014.98	1,798,070.83	1,880,881.44	1,690,389.95	1,704,823.80	1,725,930.50	1,701,819.92	1,644,321.37	1,907,569.73	2,007,087.28	1,810,156.40	1,869,245.30	21,422,311.50	16,207.50	99.92%
	Total Receipts	21,438,519.00	4,203,426.68	681,958.11	647,571.18	745,256.34	2,143,935.43	1,506,024.77	1,197,908.35	1,790,266.77	4,923,775.77	1,384,220.99	732,262.67	912,684.24	20,869,291.30	569,227.70	97.34%
	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	**2,638,959.78**	**5,160,371.48**	**4,044,258.76**	**2,810,948.50**	**1,865,814.89**	**2,304,926.52**	**2,085,020.79**	**1,581,109.22**	**1,727,054.62**	**4,743,260.66**	**4,120,394.37**	**3,042,500.64**	**2,085,939.58**			
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	5,365.59	14,727.38	2,514.97	11,151.25	0.00	0.00	5,100.00	0.00	0.00	5,400.00	31,602.00	5,400.00	81,261.19	768,738.81	9.56%
	Receipts	384,272.00	80.40	95.25	220.19	80.16	77.66	206.75	72.35	77.94	243.74	67.99	73.74	100,241.06	101,537.23	282,734.77	26.42%
	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	**299,956.98**	**294,671.79**	**280,039.66**	**277,744.88**	**266,673.79**	**266,751.45**	**266,958.20**	**261,930.55**	**262,008.49**	**262,252.23**	**256,920.22**	**225,391.96**	**320,233.02**			
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	14,700.88	8,966.68	9,067.67	5,185.86	7,359.99	5,507.18	6,565.81	8,586.45	9,306.88	4,331.61	3,727.47	11,199.19	94,505.67	51,054.33	64.93%
	Receipts	88,100.46	26,193.85	5,694.85	5,713.38	5,694.85	5,694.86	5,728.53	5,694.86	5,694.79	5,727.58	5,694.79	5,694.86	5,728.70	88,955.90	(855.44)	100.97%
	Cash Balance	**57,459.54**	**68,952.51**	**65,680.68**	**62,326.39**	**62,835.38**	**61,170.25**	**61,391.60**	**60,520.65**	**57,628.99**	**54,049.69**	**55,412.87**	**57,380.26**	**51,909.77**			
09	**QCPUF**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	3,650,000.00	0.00	0.00	0.00	119,710.00	0.00	0.00	0.00	0.00	0.00	119,210.00	0.00	0.00	238,920.00	3,411,080.00	6.55%
	Receipts	706,000.00	139,258.75	12,979.26	119,343.98	11,697.74	52,813.70	17,696.51	27,278.14	49,036.75	272,560.67	22,519.01	9,331.98	28,891.35	763,407.84	(57,407.84)	108.13%
	Cash Balance	**3,239,501.42**	**3,378,760.17**	**3,391,739.43**	**3,511,083.41**	**3,403,071.15**	**3,455,884.85**	**3,473,581.36**	**3,500,859.50**	**3,549,896.25**	**3,822,456.92**	**3,725,765.93**	**3,735,097.91**	**3,763,989.26**			
05	**Activities**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	500,000.00	66,152.98	39,513.63	22,504.43	39,974.43	27,012.13	41,617.62	42,286.33	53,891.51	70,929.44	15,103.48	21,885.22	17,786.29	458,657.49	41,342.51	91.73%
	Receipts	141,832.35	30,292.05	43,886.57	73,502.89	43,965.07	40,254.55	38,127.54	33,105.10	51,502.92	36,521.71	27,615.06	12,751.27	58,878.35	490,403.08	(348,570.73)	345.76%
	Cash Balance	**358,167.65**	**322,306.72**	**326,679.66**	**377,678.12**	**381,668.76**	**394,911.18**	**391,421.10**	**382,239.87**	**379,851.28**	**345,443.55**	**357,955.13**	**348,821.18**	**389,913.24**			
06	**School Lunch**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,160,000.00	100,472.40	108,654.09	103,989.52	119,690.26	84,860.76	123,192.84	100,754.26	99,593.85	99,145.80	61,075.87	49,179.32	44,174.59	1,094,783.56	65,216.44	94.38%
	Receipts	1,006,315.36	95,006.52	130,138.60	130,974.65	129,232.43	109,838.56	118,591.75	111,647.27	105,658.63	113,603.19	76,582.10	13,381.01	23,721.70	1,158,376.41	(152,061.05)	115.11%
	Cash Balance	**153,684.64**	**148,218.76**	**169,703.27**	**196,688.40**	**206,230.57**	**231,208.37**	**226,607.28**	**237,500.29**	**243,565.07**	**258,022.46**	**273,528.69**	**237,730.38**	**217,277.49**			
07	**Bond**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	575,000.00	0.00	0.00	0.00	410,685.00	0.00	0.00	0.00	0.00	56,584.98	0.00	0.00	0.00	467,269.98	107,730.02	81.26%
	Receipts	500,000.00	137,002.68	10,035.50	4,811.33	8,849.20	49,836.98	14,954.27	24,421.93	45,723.84	157,397.41	20,994.07	5,830.05	25,497.19	505,354.45	(5,354.45)	101.07%
	Cash Balance	**606,597.96**	**743,600.64**	**753,636.14**	**758,447.47**	**356,611.67**	**406,448.65**	**421,402.92**	**445,824.85**	**491,548.69**	**592,361.12**	**613,355.19**	**619,185.24**	**644,682.43**			
08	**Special Building**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,075,000.00	35,674.42	511.72	5,470.64	26,402.44	3,184.25	54,351.02	2,666.00	29,510.40	32,230.21	6,693.75	83,779.13	20,296.85	300,770.83	774,229.17	27.98%
	Receipts	500,000.00	108,500.04	7,901.84	3,800.07	8,432.98	49,385.57	14,515.88	24,802.44	45,689.02	13,401,025.23	32,689.66	24,418.72	37,791.12	13,758,952.57	(13,258,952.57)	2751.79%
	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	**67,862.54**	**140,688.16**	**148,078.28**	**146,407.71**	**128,438.25**	**174,639.57**	**134,804.43**	**156,940.87**	**173,119.49**	**13,541,914.51**	**13,567,910.42**	**13,508,550.01**	**13,526,044.28**			
12	**Student Fees**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	50,000.00	308.56	1,910.75	11,737.67	1,115.00	1,373.00	308.00	803.95	143.97	2,557.50	109.00	1,902.00	0.00	22,269.40	27,730.60	44.54%
	Receipts	36,000.00	6,539.10	4,450.85	240.00	2,760.00	824.15	991.94	593.00	2,247.00	3,354.00	3,436.00	0.00	12,187.00	37,623.04	(1,623.04)	104.51%
	Cash Balance	**59,806.61**	**66,037.15**	**68,577.25**	**57,079.58**	**58,724.58**	**58,175.73**	**58,859.67**	**58,648.72**	**60,751.75**	**61,548.25**	**64,875.25**	**62,973.25**	**75,160.25**			
10	**Cooperative Fund**	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	150,000.00	3,864.66	3,907.02	3,672.12	9,020.14	8,980.71	9,217.41	9,050.13	8,853.37	8,980.60	9,033.39	9,420.01	5,649.71	89,649.27	60,350.73	59.77%
	Receipts	75,000.00	0.00	3,695.99	3,439.74	33,410.10	5,971.14	6,820.22	0.00	3,410.12	33,410.11	6,938.01	0.00	3,410.11	100,505.54	(25,505.54)	134.01%
	Cash Balance	**7,219.60**	**3,354.94**	**3,143.91**	**2,911.53**	**27,301.49**	**24,291.92**	**21,894.73**	**12,844.60**	**7,401.35**	**31,830.86**	**29,735.48**	**20,315.47**	**18,075.87**			
	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec.
	Cash Balance	**7,489,216.72**	**10,326,962.32**	**9,251,537.04**	**8,201,315.99**	**6,757,370.53**	**7,378,408.49**	**7,141,942.08**	**6,698,419.12**	**6,952,825.98**	**23,713,140.25**	**23,065,853.55**	**21,857,946.30**	**21,093,225.19**			

2019-20 School Year

01	General Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	SPED Expenditures	1,009,565.00	150,305.53	215,577.67	247,286.45	254,080.16									867,249.81	142,315.19	85.90%
	Non-SPED Expenditures	20,428,954.00	1,617,928.90	1,536,147.66	1,724,004.64	1,495,603.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,373,684.98	14,055,269.02	31.20%
	Total Expenditures	21,438,519.00	1,768,234.43	1,751,725.33	1,971,291.09	1,749,683.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,240,934.79	14,197,584.21	33.78%
	Total Receipts	21,438,519.00	4,094,118.24	1,377,824.61	771,613.90	896,769.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,140,325.89	14,298,193.11	33.31%
	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	**2,085,939.58**	**4,411,823.39**	**4,037,922.67**	**2,838,245.48**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**	**1,985,330.68**			
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	5,400.00	0.00	0.00	5,400.00									10,800.00	839,200.00	1.27%
	Receipts	200,000.00	126.24	112.86	252.16	106.33									597.59	199,402.41	0.30%
	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	**320,233.02**	**314,959.26**	**315,072.12**	**315,324.28**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**	**310,030.61**			
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	4,083.69	10,654.27	7,872.26	4,782.14									27,392.36	118,167.64	18.82%
	Receipts	80,000.00	29,953.83	6,621.83	6,655.82	6,621.83									49,853.31	30,146.69	62.32%
	Cash Balance	**51,909.77**	**77,779.91**	**73,747.47**	**72,531.03**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**	**74,370.72**			
09	QCPUF	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	4,340,000.00	0.00	0.00	0.00	119,710.00									119,710.00	4,220,290.00	2.76%
	Receipts	750,000.00	130,576.31	22,031.92	119,887.82	4,549.50									277,045.55	472,954.45	36.94%
	Cash Balance	**3,763,989.26**	**3,894,565.57**	**3,916,597.49**	**4,036,485.31**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**	**3,921,324.81**			
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	48,476.35	31,005.16	27,056.66	70,545.95									177,084.12	422,915.88	29.51%
	Receipts	500,000.00	63,425.78	37,799.74	25,079.74	45,675.49									171,980.75	328,019.25	34.40%
	Cash Balance	**389,913.24**	**404,862.67**	**411,657.25**	**409,680.33**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**	**384,809.87**			
06	School Lunch	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,225,000.00	154,946.05	119,990.71	105,844.03	106,027.06									486,807.85	738,192.15	39.74%
	Receipts	1,100,000.00	87,802.74	127,498.51	137,378.43	129,707.18									482,386.86	617,613.14	43.85%
	Cash Balance	**217,277.49**	**150,134.18**	**157,641.98**	**189,176.38**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**	**212,856.50**			
07	Bond	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	1,675,000.00	0.00	0.00	0.00	725,356.36									725,356.36	949,643.64	43.30%
	Receipts	500,000.00	127,233.92	19,147.83	5,166.20	2,080.73									153,628.68	346,371.32	30.73%
	Cash Balance	**644,682.43**	**771,916.35**	**791,064.18**	**796,230.38**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**	**72,954.75**			
08	Special Building	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	13,500,000.00	194,392.75	376,843.16	773,546.62	1,485,416.99									2,830,199.52	10,669,800.48	20.96%
	Receipts	150,000.00	139,291.18	29,201.87	13,547.22	9,776.01									191,816.28	(41,816.28)	127.88%
	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	**13,526,044.28**	**13,470,942.71**	**13,123,301.42**	**12,363,302.02**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**	**10,887,661.04**			
12	Student Fees	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	70,000.00	0.00	1,184.62	1,188.00	284.81									2,657.43	67,342.57	3.80%
	Receipts	36,000.00	6,629.75	1,331.90	2,803.00	688.00									11,452.65	24,547.35	31.81%
	Cash Balance	**75,160.25**	**81,790.00**	**81,937.28**	**83,552.28**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**	**83,955.47**			
10	Cooperative Fund	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	150,000.00	4,559.14	4,925.63	4,738.51	4,595.79									18,819.07	131,180.93	12.55%
	Receipts	100,000.00	3,796.99	0.00	4,039.60	4,039.60									11,876.19	88,123.81	11.88%
	Cash Balance	**18,075.87**	**17,313.72**	**12,388.09**	**11,689.18**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**	**11,132.99**			
	Cash Balance	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	**21,093,225.19**	**23,596,087.76**	**22,921,329.95**	**21,116,216.67**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**	**17,944,427.44**			

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Colfax County School District 19-0123, a/k/a Schuyler Community Schools**, hereinafter referred to as "the Board," and Dr. Daniel Hoesing, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 14th day of January, 2019, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. Term of Contract. This Two-Year Contract is for a term beginning July 1, 2019, and expiring on June 30, 2021. A "contract year" for purposes of this Contract shall be from July 1 to June 30.

A. Waiver of Continuing Contract Rights: As a material consideration of the Superintendent's agreement to enter into this contract, the Superintendent hereby waives any and all continuing contract rights and rights to substantive and procedural due process under state or federal law, including but not limited to all rights under the Nebraska Teacher Tenure Act, Neb. Rev. Stat. § 79-824 though 79-842, as it now exists or may be amended in the future, or under any other applicable state or federal constitutions, statues or common law.

2. Salary. The annual salary shall be: $179,000.00 Dollars. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.

1. Vacation. The Superintendent shall be allowed 20 of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
2. Carry-over and Accumulation of Vacation Days. All vacation days provided under this Superintendent contract are to be used in the 2018-2019 contract year. Upon ending employment, unused vacation days will not be paid. There shall be no pay for unused vacation days during the 2018-2019 contract year in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
3. PTO Leave. The Superintendent shall be allowed eleven (11) working days of PTO leave each contract year. Carry over PTO can accumulate up to 50 sick days.
4. Holidays. The following days shall be holiday days and not working days: Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, day after Thanksgiving, Christmas Eve, Christmas Day, and New Years Day.
5. Log. The Superintendent shall maintain a current log of used vacation and PTO leave days with the Business Manager. The Superintendent will notify the Board President when vacation days are used.

B. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract. The expenses of attendance at other professional meetings, when attendance has been authorized by the Board of Education, shall be paid by the District consistent with Board policies. The District shall pay for the Superintendent's attendance at three (3) state administrator's conferences, and two national conferences in the area of professional responsibility of the Superintendent at the discretion of the Superintendent. The Superintendent shall be a member and attend appropriate professional meetings of appropriate educational organizations at the local and state level. The School District shall pay up to $1,000.00 toward the annual membership dues of the Superintendent in the Nebraska Council of School Administrators, and American Association of School Administrators.

C. Transportation Expenses. The School District will provide the Superintendent a District owned car or reimburse the Superintendent for the use of the Superintendent's personal vehicle in the performance of official duties. For travel required in the performance of official duties outside the School District, the Board shall provide the Superintendent with a District owned vehicle or shall reimburse the Superintendent for such transportation at the Internal Revenue Service mileage reimbursement rate for travel.

D. Cell Phone Stipend. The School District will pay the Superintendent the annual sum of $480.00 as a stipend for use of his personal cell phone in the performance of official duties.

E. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.

F. Fringe Benefits. The Superintendent shall receive all fringe benefits of employment which are granted other certificated employees of the District. In addition to said fringe benefits, the District shall provide the Superintendent with the following benefits. The Superintendent shall receive family dental coverage, short/long-Term Disability insurance and a $50,000 life insurance policy paid by the District. Additional life insurance may be purchased by the Superintendent at his cost.

4. Duties. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. It is further agreed and specifically acknowledged that the duties of the Superintendent as set forth herein and in the Board of Education Policy Manual may be further defined by the parties and any such changes shall be incorporated into this contract by a written addendum. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Superintendent shall be evaluated twice during the first contract year and once during any subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

7. Contract Termination. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure

to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, cancel or terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. Physical Examination. The Superintendent may, upon request, have a comprehensive physical examination performed by a licensed physician once each year during the term of this Contract. A written report by the physician performing each such examination certifying to the physical competency of the Superintendent shall be filed with the President of the Board and treated as confidential information by the Board. The cost of such physical examinations and physician's reports shall be paid by the District. The Board of Education may require a certificate of health and physical fitness of the Superintendent in accordance with applicable law at any time while this Contract is in force.

9. Representations and Legal Requirements. The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

10. Residency. The Superintendent shall reside within the Schuyler Community School District during the term of this contract.

11. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

12. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before January 21, 2019 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this 14th day of January, 2019. _____ Superintendent	Executed this 14th day of January, 2019. Board of Education of Colfax County School District 19-0123, a/k/a Schuyler Community Schools By: _____ President Attest: _____ Secretary

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Colfax County School District 19-0123, a/k/a Schuyler Community Schools**, hereinafter referred to as "the Board," and Dr. Daniel Hoesing, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of January, 2020, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions as amended:

1. Term of Contract. This Two-Year Contract is for a term beginning July 1, 2020, and expiring on June 30, 2022. A "contract year" for purposes of this Contract shall be from July 1 to June 30.

A. Waiver of Continuing Contract Rights: As a material consideration of the Superintendent's agreement to enter into this contract, the Superintendent hereby waives any and all continuing contract rights and rights to substantive and procedural due process under state or federal law, including but not limited to all rights under the Nebraska Teacher Tenure Act, Neb. Rev. Stat. § 79-824 though 79-842, as it now exists or may be amended in the future, or under any other applicable state or federal constitutions, statues or common law.

2. Salary. The annual salary shall be: $184,000.00 Dollars. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Employer Paid Non-Elective 403B Contribution. Reduction of salary and benefits up to the 415(c)(1)(A) plan limits of the contract year to be paid as an Employer paid non-elective 403B Contribution.

B. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.

1. Vacation. The Superintendent shall be allowed 20 of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
2. Carry-over and Accumulation of Vacation Days. All vacation days provided under this Superintendent contract are to be used in the 2020-2021 and 2021-2022 contract years respectively. Upon ending employment, unused vacation days will not be paid. There shall be no pay for unused vacation days during the 2020-2021 or 2021-2022 contract years in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
3. PTO Leave. The Superintendent shall be allowed eleven (11) working days of PTO leave each contract year. Carry over PTO can accumulate up to 50 sick days.
4. Holidays. The following days shall be holiday days and not working days: Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, day after Thanksgiving, Christmas Eve, Christmas Day, and New Years Day.
5. Log. The Superintendent shall maintain a current log of used vacation and PTO leave days with the Business Manager. The Superintendent will notify the Board President when vacation days are used.

B. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract. The expenses of attendance at other professional meetings, when attendance has been authorized by the Board of Education, shall be paid by the District consistent with Board policies. The District shall pay for the Superintendent's attendance at three (3) state administrator's conferences, and two national conferences in the area of professional responsibility of the Superintendent at the discretion of the Superintendent. The Superintendent shall be a member and attend appropriate professional meetings of appropriate educational organizations at the local and state level. The School District shall pay up to $1,000.00 toward the annual membership dues of the Superintendent in the Nebraska Council of School Administrators, and American Association of School Administrators.

C. Transportation Expenses. The School District will provide the Superintendent a District owned car or reimburse the Superintendent for the use of the Superintendent's personal vehicle in the performance of official duties. For travel required in the performance of official duties outside the School District, the Board shall provide the Superintendent with a District owned vehicle or shall reimburse the Superintendent for such transportation at the Internal Revenue Service mileage reimbursement rate for travel.

D. Cell Phone Stipend. The School District will pay the Superintendent the annual sum of $480.00 as a stipend for use of his personal cell phone in the performance of official duties.

E. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.

F. Fringe Benefits. The Superintendent shall receive all fringe benefits of employment which are granted other certificated employees of the District. In addition to said fringe benefits, the District shall provide the Superintendent with the following benefits. The Superintendent shall receive family dental coverage, short/long-Term Disability insurance and a $50,000 life insurance policy paid by the District. Additional life insurance may be purchased by the Superintendent at his cost.

4. Duties. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. It is further agreed and specifically acknowledged that the duties of the Superintendent as set forth herein and in the Board of Education Policy Manual may be further defined by the parties and any such changes shall be incorporated into this contract by a written addendum. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Superintendent shall be evaluated twice during the first contract year and once during any subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

7. Contract Termination. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure

to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, cancel or terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. Physical Examination. The Superintendent may, upon request, have a comprehensive physical examination performed by a licensed physician once each year during the term of this Contract. A written report by the physician performing each such examination certifying to the physical competency of the Superintendent shall be filed with the President of the Board and treated as confidential information by the Board. The cost of such physical examinations and physician's reports shall be paid by the District. The Board of Education may require a certificate of health and physical fitness of the Superintendent in accordance with applicable law at any time while this Contract is in force.

9. Representations and Legal Requirements. The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

10. Residency. The Superintendent shall reside within the Schuyler Community School District during the term of this contract.

11. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

12. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before July 20, 2020 shall constitute a rejection by the Superintendent of the offer of employment.

Contract Amendment Executed this 13th day of January, 2020. _____ Superintendent	Contract Amendment Executed this 13th day of January, 2020. Board of Education of Colfax County School District 19-0123, a/k/a Schuyler Community Schools By: _____ President Attest: _____ Secretary

Superintendent Evaluation, January 08, 2020

General Welfare

Met - Meetings are consistently well organized.

Met - no comment

Met- Dr. Hoesing is involved with a number of community organizations and shares school perspectives as needed.

Met - Dr. Hoesing continues to lead our district in the right direction.

Administration of the System

Met - Policy changes are well thought out and changes to policies are presented well in advance to the board

Met - no comment

Met – Having significant experience, Dr. Hoesing manages his team and system confidently, but does involve counsel when necessary.

Met - I have a great deal of confidence that Dr. Hoesing administers our school in such a way that we are in line with all rules, regulations, and laws that we have to abide by.

Personnel Employment and Salary Negotiations

Met- Employee recommendations and salary changes reflect the needs of the district within its budget capabilities.

Met- I think all the knowledge and recommendations that the superintendent brings creates a positive atmosphere between staff and board.

Met- The information provided to the committee allows for effective and effective negotiation discussions. Committee only needed (2) sessions to conclude the process.

Met - I believe that Dr. Hoesing puts employees in a position to succeed. In addition, negotiations go very smoothly with his guidance.

Public Relations

Met – Communication between administrators and staff and between administrators and always be better. We cannot assume everyone knows what they need for success.

Met- no comment

Met – Dr Hoesing continues our "open meeting" agenda, sharing ideas with the community and posting all meeting minutes online.

Met - We were able to pass a bond election this past year, and I believe that this was due in large part to Dr. Hoesing's ability to communicate with all parties involved. The bond was passed by a narrow margin, so we need to continue to communicate with the public to build trust.

Staff Development

Met- no comment

Met- no comment

Met- We continue to bring in educational leaders committed to successful teaching methodologies. Change is hard, make sure we take time to celebrate successes.

Met - I believe that a lot of attention has been paid to this area and Dr. Hoesing continues to focus much effort here.

Instruction

Met- I am happy to hear that we are working on making our high school schedule better.

Met- no comment

Met – Actions taken are directed at improving test scores and focused on potential trade activities. Revamping scheduling across 8 periods vs 7 periods will hopefully add to greater "arts" participation while providing greater class flexibility and greater student growth potential.

Met - Dr. Hoesing continues to be involved in improving our curriculum and has been thoughtful in his ideas of improved instruction and new, beneficial programs.

Preparation of the Budget

Met – I'm very confident in Dr. Hoesing's budgeting process.

Met- no comment

Met- Displays leadership in managing the budget. Always looking for additional funding sources to facilitate district program needs.

Met - Dr. Hoesing is a school finance expert. He has saved our district money and secured additional funding with detailed knowledge of the budget, school finance laws, and available grants. Our district is in a stable financial position while we expand facilities and programs.

Emergency Authority

Met- no comment

Met- no comment

Met - Emergencies are avoided by working proactively in planning phases to root out potential concerns.

Met – no comment

Research, Evaluate, and Plan

Met- Strategic planning has been super beneficial in our district.
Met- Thank you for finding and securing all the financial assistance to make all this possible.

Met-

Met - The strategic planning that Dr Hoesing leads us through is thorough, well thought out, and offers all involved an opportunity to share their opinions. Our planning today is more proactive than reactive.

Facilities

Met- Very excited for the much needed facility updates at the high school.
Met- Great economic and potential educational move... the purchase of the nursing home!!!

Met- Plans are being executed. The process is of evaluating district needs is never ending. Plans must always be about how we can better educate.

Met - During Dr. Hoesing's time here in Schuyler, all buildings at all locations have been greatly improved. He has been able to see what improvements need to be made and then make them happen.

Activities

Met - Consistent competitiveness still needs improvement.
Met - no comment

Not met – There are a few highly successful programs, but I am concerned whether we will achieve marginal success in some of the athletic activities. Some pieces are in place, but not the continuity to build programs. Uncertain as to what we need to do to get kids to "love completing" regardless of the sport or activity. Does our school population prescribe to the statement, "hard work can generate positive results"?

Not met - We have regressed in some activities, especially in in athletics. This is not to say that Dr. Hoesing hasn't focused a lot of attention in this area, because he has. Facilities are being upgraded, new coaches have been hired, and youth programs are being implemented. However, there is more work to be done.

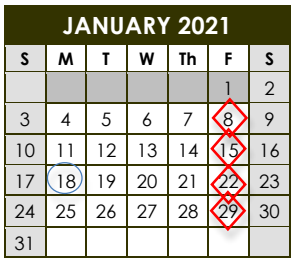
Final comments: Suggestions (oldies but goodies): Remove the possession of the student cell phones in the classroom. Check @ door. This would stop the passing of test info, disruptive behavior during teaching time. Are they being used as babysitters to keep students quiet? For the argument that they are learning tools...we have iPads! How are the other schools that do not allow cell phones in the classroom educating!?! Security officer(s) in school: Has our school started to slip into more undisciplined classrooms/more students in the hallways unsupervised (noisy)?

Schuyler Community Schools | 2020-2021 CALENDAR

6 1st year
7 New Staff
10 All Cert. Staff - PD
11 All Dist. Staff – PD
K-12 Open House
(1pm to 8pm)
12 K-12 Students Full Day
14 Student Days
16.5 Teacher Days



AUGUST 2020						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



JANUARY 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

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

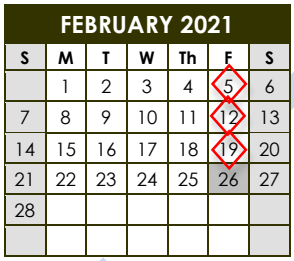
19 Student Days
20 Teacher Days

2 Labor Day
No School

22 Student Days
22 Teacher Days



SEPTEMBER 2020						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



FEBRUARY 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

26 Winter Break – No school for students and staff

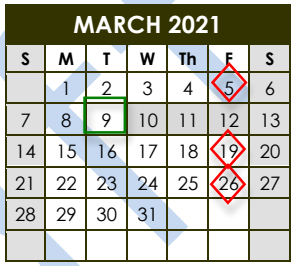
19 Student Days
19 Teacher Days

9 End of 1st Quarter – 1:30 Dismissal
14 SCHS student Tech Fair – Regular Day K-8
15 Parent/Teacher Conf.
16 Fall Break No School
19 PD – No Students

20 Student Days
21.5 Teacher Days



OCTOBER 2020						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



MARCH 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

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

10 - 12 No School – Break

19 Student Days
20.5 Teacher Days

25 PD - Half Day for staff
No students
26 No School –
Thanksgiving Day
27 No School

18 Student Days
18.5 Teacher Days



NOVEMBER 2020						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



APRIL 2021						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

2 No School - Easter
5 No School - Easter
15 FA Invite – K-8 regular day, no school SCHS

20 Student Days
20 Teacher Days

18 End of 2nd Quarter – 1:30 dismissal
21 – Jan 1 No School

14 student days
14 Teacher days



DECEMBER 2020						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



MAY 2021						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

7 Last Day for Seniors
16 Graduation
19 End of 4th Quarter
Last Day with Students
1:30 dismissal
20 Last Day for Staff

13 Student Days
14 Teacher Days

October Parent Teacher Conferences
Oct. 15 – PK-12: 8am to 8pm

March Parent Teacher Conferences
March 9 – PK-12: 8am to 8pm

◇ - Early Dismissal

Student Days
Teacher Work Days
Total Contract Days

Quarter 1 – days
Quarter 2 – days
Quarter 3 – days
Quarter 4 – days
Student Days

DRAFT

High School Morning Driver Jan 2020

1. Start at trailer court pick up 8 students and drop them off at the High School
2. Pick up at High School and drop off 20 + students to the Elementary
3. Pick up 30 + student at Preschool and drop off at Elementary

High School- Afternoon Driver

1. Pick up at Elementary and drop off 50 + students at the High School
2. High School to trailer court and drop off 6-8

Middle School- Morning Driver

1. Start at trailer court pick up 20 students and drop them off at the Middle School
2. Pick up at Middle School and drop off 50 + students at the Elementary

Middle School- Afternoon Driver

1. Pick up at Elementary and drop off 130+ students at Middle School 2-trips
2. Middle School to trailer court and drop off 20 students

Elementary School- Morning Driver

1. Start at trailer court pick up 30 + students and drop them off at the Elementary School
2. Pick up at Elementary and drop off 50 + students at Richland for Dual Languages

Elementary School- Afternoon Driver

1. Pick up at Richland and drop off 50 + students at Elementary
2. Elementary to trailer court and drop off 30 + students

School Safety and Security Assessment Report 2019

Schuyler Community Schools

Schuyler, Nebraska

School Security Services | a nesbitt & associates company

6130 South 58th Street Suite C, Lincoln, NE 68516

Schuyler Community Schools

October 2019

Disclaimer: ***This School Safety and Security Assessment is meant to serve as a guide for Schuyler Community Schools in addressing key principles for safe schools. It is not meant to nor can it address all information regarding risk factors of individual schools. This document shall be regarded as a guide for individual schools in an effort to identify and analyze specific hazards and vulnerabilities which may put the school, its students, staff and faculty at risk. Its purpose it to help schools provide a safe learning and teaching environment for its students and staff.***

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Table of Contents

Executive Summary....4
Introduction....5
Purpose....5
Scope....5
Risk Assessment Approach....6
Historical perspective....7
Geographical Location of Schools....8
Potential Environmental Factors....9
First Responders Support Services....10
Findings....10
Intervention and Prevention Plans....11
Findings....11
Development/Enforcement of Policy....12
Findings....13
Findings....14
Staff Development....15
Findings....15
Student Development....16
Findings....16
Parent And Community Involvement....17
Findings....17
Preparedness....18
Findings....18
Response....19
Findings....19
Recovery....21
Findings....21
Security And Safety Equipment....22
Findings....22

TRANSPORTATION....23
FINDINGS....23
MISCELLANEOUS....24
FINDINGS....24
HIGH SCHOOL EXTERIOR OF THE FACILITIES....25
FINDINGS....25
HIGH SCHOOL INTERIOR OF THE FACILITIES....26
FINDINGS....26
MIDDLE SCHOOL EXTERIOR OF THE FACILITIES....27
FINDINGS....27
MIDDLE SCHOOL INTERIOR OF THE FACILITIES....28
FINDINGS....28
ELEMENTARY SCHOOL EXTERIOR OF THE FACILITIES....29
FINDINGS....29
ELEMENTARY SCHOOL INTERIOR OF THE FACILITIES....30
FINDINGS....30
FISHER 4 SCHOOL EXTERIOR OF THE FACILITIES....31
FINDINGS....31
FISHER 4 SCHOOL INTERIOR OF THE FACILITIES....32
FINDINGS....32
RICHLAND SCHOOL EXTERIOR OF THE FACILITIES....33
FINDINGS....33
RICHLAND SCHOOL INTERIOR OF THE FACILITIES....34
FINDINGS....34
PRE-SCHOOL EXTERIOR OF THE FACILITIES....35
FINDINGS....35
PER-SCHOOL INTERIOR OF THE FACILITIES....36
FINDINGS....36
504 R BUILDING EXTERIOR OF THE FACILITIES....37
FINDINGS....37

SCHUYLER COMMUNITY SCHOOLS AREA CRIME STATISTICS 38
SCHUYLER COMMUNITY SCHOOLS REGISTERED SEX OFFENDERS 39
APPENDIX A EXTERIOR PHOTOS 44
APPENDIX B INTERIOR PHOTOS 45
APPENDIX C MISCELLANEOUS PHOTOS 47
APPENDIX D MISCELLANEOUS INFORMATION 48
U. S. SECRET SERVICE ANALYSIS OF TARGETED SCHOOL VIOLENCE 2019 REPORT 48
SCHOOL-ASSOCIATED VIOLENT DEATH STUDY 49
ABOUT SCHOOL SECURITY SERVICES 51

Executive Summary

The Schuyler Community Schools recognizes the need to establish a safe and secure learning environment for their students, staff and public to allow as much free access to their facility, School Security Services a Nesbitt & Associates company has been tasked to conduct a safety and security assessment of the Schuyler Community Schools facilities for the purpose of complying with Nebraska Department of Education Rule 10 Compliance. This Safety and Security Assessment Report assesses the use of resources and controls to eliminate and/or manage vulnerabilities that are exploitable by threats internal and external to Schuyler Community Schools.

The scope of this safety and security assessment effort is to assist in the identification of physical security and safety measures that can be applied to safeguard or protect organization assets – people, property, and information. The assessment conforms to the minimum ASIS International Guidelines on *Facilities Physical Security Measures ASIS GDL FPSM-2009*. These baseline security requirements address security controls in the areas of crime prevention through environmental design, physical barriers and site hardening, physical entry and access control, security lighting, intrusion detection systems, video surveillance, security personnel, and security policies and procedures.

The safety and security assessment is conducted in accordance with the methodology described in ASIS International Guideline, *General Security Risk Assessment Guideline*. The methodology used to conduct this safety and security assessment is qualitative, and no attempt was made to determine any annual loss expectancies, asset cost projections, or cost-effectiveness of security safeguard recommendations.

The assessment was a follow-up of a more in-depth assessment conducted in 2013 and a follow up in 2016, 2017 and 2018. This current assessment was conducted in October 2019 and the following provides an overview of the vulnerabilities and recommended safeguards that the District completed.

Introduction

Purpose

Vulnerability assessment is the ongoing process for identifying and prioritizing risks to the individual schools and school districts. It also includes designing a system of accountability with measurable activities and timelines to address risks. As schools continue to plan and prepare for critical events that could have severe consequences, identifying the appropriate vulnerability assessment tool(s) is an important step for helping schools to understand what they are at risk from and just how seriously they could be affected. Schools need to use appropriate tools to capture the relevant data needed to inform the development and maintenance of customized plans.

Vulnerability assessment tools may vary from one school site to another, depending on variables such as: location, environment, size, structure, student population and school culture. For example, schools may be located in urban or rural environments, may have limited or greater resources, or may have specific populations with their own unique needs. As a result, vulnerability assessments must be customized on an individual district and basis, taking all of these factors into consideration.

Scope

The scope of this safety and security assessment assessed the system's use of resources and controls (implemented or planned) to eliminate and/or manage vulnerabilities exploitable by threats internal and external to the Schuyler Community Schools. If exploited, these vulnerabilities could result in:

- Unauthorized entry to your facilities
- Damage of your property
- Injury or death of students, staff and the public

Recommended safety and security safeguards will allow administrators to make decisions about safety and security-related initiatives.

Risk Assessment Approach

This safety and security assessment methodology and approach conforms to the minimum ASIS International Guidelines on *Facilities Physical Security Measures ASIS GDL FPSM-2009*. The assessment is comprehensive in scope and evaluates safety and security vulnerabilities affecting your school's safety and security posture. The assessment recommends appropriate safety and security safeguards, permitting administrators to make knowledge-based decisions about safety and security-related initiatives. The methodology addresses the following types of controls:

- Historical Perspective
- School Climate and Culture
- Community Support Services
- Geographical Location of School
- Intervention and Prevention Plans
- Development/Enforcement of Polices
- Procedures for Data Collection
- Staff Development
- Student Development
- Parent and Community Involvement
- Preparedness
- Response
- Recovery
- Exterior Areas
- Interior Areas
- Safety and Security equipment
- Transportation
- Area Crime Statistics

Historical perspective

Schuyler Community Schools are located in Colfax County Nebraska. The Schuyler Community School District encompasses all of Colfax and sections of Saunders and Butler counties. Schuyler Community Schools is a Class 3 District, is fully accredited by the North Central Association of Colleges and Schools and the State of Nebraska under the direction of six Board Members. The District has a Pre-School, Elementary School, Middle School, High School, two rural schools (Fisher 24 and Richland) and an inactive school building near Rogers. Schuyler Community School's enrollment for the 2018-2019 school years is 2034students.

Schuyler Community Schools have six individual learning centers; Pre-School, Elementary School, Middle School, High School, two rural schools (Fisher 24 and Richland) and 504 R` School near Rogers. An involved Board of Education, cohesive Administrative Team, dedicated patrons, students, staff and parents all promote success. The District provides high-quality educational opportunities for all students and recognizes the importance of a well-rounded educational experience. The District reviews data, curriculum and learning goals to maintain a clear vision of how to prepare students for the future. Rigorous academic standards are aligned to the State standards. Locally developed assessments connected to the State standards have been developed. Various support systems including Special Education, English Language Learning, High Ability, Athletics, and Fine Arts support student learning. All stakeholders provide the necessary components to help meet the District's mission: Build upon our tradition of academic excellence by providing our students with a comprehensive and challenging educational experience that develops the whole person. Schuyler Community Schools strives to help students actualize their potential and become socially responsible American citizens that place a premium on showing compassion and respect for one another.

The Administrative organization:

Superintendent, Assistant Superintendent, High School Principal, Middle School Principal and Elementary School Principal.

The Schuyler Community Schools District has a working relationship with local law enforcement agencies and the fire department.

Geographical Location of Schools

The High School, Middle School, Elementary School, Pre-School are located in the community of Schuyler. Fisher 21 School is located 4 miles north of Schuyler. Richland School is located 9 miles west of Schuyler. The 504 R School is 5 miles east of Schuyler.

The following is a list of high-risk facilities and transportation systems that are in close proximity to the school. These systems and sites should be considered potential risks for the school and plans should be made accordingly.

Schuyler Community Schools is within 3 miles of the following facilities or environmental sites which may pose a threat to the school.

- Nebraska Highways 30 and 15. The main risk factor is the amount of commercial traffic that this highway generates and the various commodities that are transported. Accidents involving hazardous material could impact the normal operation of the District.

- Platte River, Shell Creek and Lost Creek. The main risk factor is the possibility of flooding. This river and the two tributaries have a history of floods could impact the normal operation of the District.

- Railroad. The main risk factor is the amount of rail traffic that this is generated and the various commodities that are transported. Accidents involving hazardous material could impact the normal operation of the District.

- Convenient Stores. These types of businesses are exposed to criminal activity as well as having hazardous fuels on their property.

- Grain and Fertilizer businesses. The various hazardous products that these businesses store could impact the normal operation of the District if an accident occurred.

- Airport. The various hazardous is an aircraft incident that could impact the normal operation of the District if an accident occurred.

- Packing Plant. The main risk factor is the hazardous chemicals that this plant uses to operate and could impact the normal operation of the District if an accident occurred.

Potential Environmental Factors

Our Assessment is noted in RED					
Hazard	Frequency	Magnitude	Warning	Severity	Risk Priority
Aircraft Impact	4 Highly likely 3 Likely 2 Possible **1 Unlikely**	4 Catastrophic 3 Critical 2 Limited **1 Negligible**	**4 Minimal** 3 6-12 hours 2 12-24 hours 1 24 + hours	4 Catastrophic 3 Critical 2 Limited **1 Negligible**	o High o Medium o **Low**
Earthquake	4 Highly likely 3 Likely **2 Possible** 1 Unlikely	4 Catastrophic 3 Critical 2 Limited **1 Negligible**	**4 Minimal** 3 6-12 hours 2 12-24 hours 1 24 + hours	4 Catastrophic 3 Critical 2 Limited **1 Negligible**	o High o Medium o **Low**
Fire	4 Highly likely 3 likely **2 Possible** 1 Unlikely	4 Catastrophic 3 Critical **2 Limited** 1 Negligible	**4 Minimal** 3 6-12 hours 2 12-24 hours 1 24 + hours	4 Catastrophic 3 Critical **2 Limited** 1 Negligible	o High o Medium o **Low**
Flood	4 Highly likely **3 Likely** 2 Possible 1 Unlikely	4 Catastrophic 3 Critical **2 Limited** 1 Negligible	4 Minimal **3 6-12 hours** 2 12-24 hours 1 24 + hours	4 Catastrophic 3 Critical **2 Limited** 1 Negligible	o High o Medium o **Low**
Winter Storm	4 Highly likely **3 Likely** 2 Possible 1 Unlikely	4 Catastrophic **3 Critical** 2 Limited 1 Negligible	4 Minimal **3 6-12 hours** 2 12-24 hours 1 24 + hours	4 Catastrophic **3 Critical** 2 Limited 1 Negligible	o High o **Medium** o Low
Tornado	4 Highly likely **3 Likely** 2 Possible 1 Unlikely	4 Catastrophic **3 Critical** 2 Limited 1 Negligible	**4 Minimal** 3 6-12 hours 2 12-24 hours 1 24 + hours	4 Catastrophic **3 Critical** 2 Limited 1 Negligible	o High o **Medium** o Low

It should be noted that the extreme weather that occurred caused many issues with roads in the District this past year.

First Responders Support Services

Service	Approximate response time
Police Department	0-15 minutes
Sheriff	0-30 minutes
State Patrol	0-45 minutes
Hospital	0-15 minutes
Life Flight	60 plus minutes
EMS/Ambulance	0-15 minutes
Fire Department	0-15 minutes
Haz-Mat Team	60 plus minutes

Findings

1. The District does a good job of involving first responders to the school.

2. The District has provided updated floor plans with first responders.

Intervention and Prevention Plans

Schuyler Community Schools District is proactive in its efforts to create and maintain a safe and secure learning environment for students as well as a safe workplace for staff within the district. The focus on safety begins with the schools developed safety and security management plan, which is in the process of being updated. The school's safety committee meets routinely and addresses safety concerns and training for the District.

Staff is assigned to monitor the drop off and loading areas to help ensure the safety of students during dismissal. Students are required to have written permission to leave the school during school hours as well as having written permission to be transported by a friend, relative or non-custodial parent.

Well defined means of communication has been established both within and outside of the school. Playground staff with high risk students and administration use radios and/or cellular telephones to ensure effective communication during an emergency or potentially dangerous situation.

Fire drills are practiced routinely in accordance with State statute.

Severe weather drills are practiced annually.

Lockdown drills are conducted.

Access into the classrooms is restricted if the room is vacant.

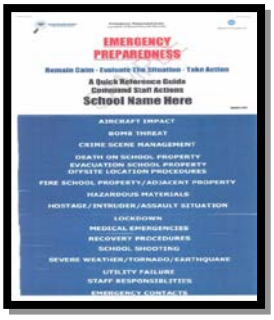
The building and grounds are monitored by law enforcement during non-school hours as well as school hours.

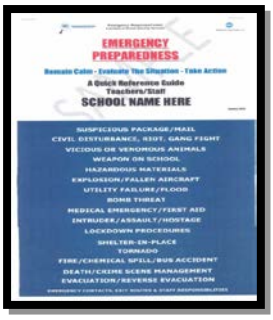
Findings

3. All rooms have Quick Reference Guides and staff are aware and utilize them.

4. The District employs a Student Services Director who oversees the School Resource Officer.

- Command Staff Actions
- Teachers/Staff Actions





Development/Enforcement of Policy

Schuyler Community Schools District has multiple policies in place for staff and students which are contained in the staff, student and parent handbooks. The policies and crisis response plan are all reviewed routinely, but not annually. There is a formal school wide discipline procedure.

A chain of command has been established in the schools for emergency situations. It is understood who is next in charge in the event of an emergency even if administration is out of the building. There is a formal procedure for announcing or declaring an emergency and advising staff who is the incident commander for the emergency.

The District is in the process of updating their emergency safety and security management plan. The schools Safety Committee, who is responsible for mitigation of emergencies, meet at least annually. Proactive security measures have been taken for all school sponsored activities and property including transportation.

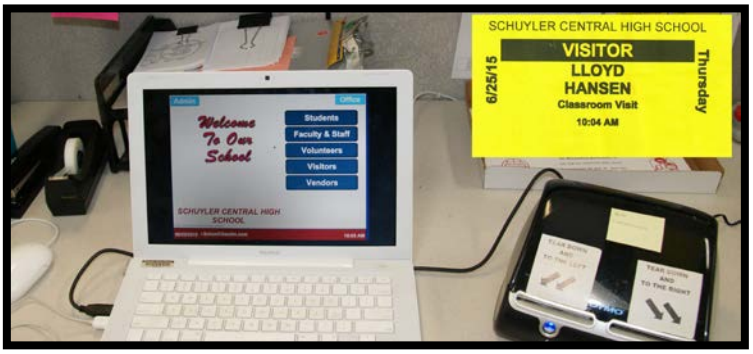
There are procedures in place to effectively manage students with disabilities during an emergency/crisis event.

The school does have a visitor policy in place, for all visitors to report to the office, sign in and receive a visitor badge, which is to be worn at all times while in the school.

Policies and procedures for monitoring students have been established. Schuyler Community Schools District does use opportunities NOT to suspend or expel students from school if there is a behavioral problem that needs to be addressed; the parents are part of the disciplinary process. All students are treated with fairness and consistency.

Sportsmanship programs are in place and parents play a significant role in the rules, behavioral expectations and sportsmanship. Law enforcement in the area is always made aware and invited to the school sponsored sporting activities and events but only occasionally attend. Staff and personnel, take it upon themselves to be vigilant and provide a safe environment for students, athletes and spectators.

THE DISTRICT USES A SOFTWARE SYSTEM TO LOG IN VISITORS, VOLUNTEERS, VENDORS, STUDENTS, FACULTY AND STAFF AND PRINTS OUT A BADGE. WE COMMEND THE DISTRICT FOR IMPLEMENTING A SOFTWARE SYSTEM TO ISSUE BADGES AND TRACK INDIVIDUALS.



Findings

5. All staff should annually review and sign off on the emergency safety and security management plan.

6. Refresher training on the National Incident Management System (NIMS) and Incident Command System (ICS).

7. Use identifiable clothing or vests for security personnel (non-law enforcement personnel) during extracurricular events since law enforcement presence is not always available.

8. Provide better record keeping of Safety Committee meeting minutes.



Sample of Vests

Procedures for Data Collection

All violations of State and Federal law are reported to law enforcement. The following information may be included, bullying, cheating, disrespect, etc... Records or data have been established and are analyzed to identify recurring problems and are kept in the office. Disruptive students are relocated to the office and teachers complete an incident report regarding the behavior. The reports are part of the power school system and logged as entries. Any accident reports are submitted to the principal.

Findings

9. Review and update annually the incident reporting system at the high school level.

Staff Development

Schuyler Community Schools District has certified staff with an average 13.5 years of teaching experience.

The staff/student ratio allows for individualized attention for the students.

Findings

10. Provide guidance and/or individual threat assessment in place that will assist staff in identifying an insider threat by a student, staff or a community family member. This individual threat assessment includes risks for suicide, homicide, hostage or active shooter threats.

11. Continue training all staff in conflict resolution methods.

12. Continue training all staff on how to monitor and recognize possible threats to incoming deliveries and mail.

13. Refresher training all staff in the implementation of the emergency safety and security management plan has been completed.

14. Refresher training all administration and staff in National Incident Management Planning for Schools and the Incident Command System has been completed.

15. Train all administration and staff on personal safety, basic first aid, CPR and AED.

16. Continue to provide safety and violence prevention information.

17. Continue to provide diversity awareness training for staff and students.

18. Additional staff are assigned to the special education students during emergency events due to unknown responses by individuals in a crisis situation.

Student Development

Schuyler Community Schools District has a combined student enrollment of 2043 student (2018-2019). The graduation rate is 85%. 262 students were white, 6 identify with two or more races, 1681 Hispanic, 3 Asian and 13 American Indian or Alaska native, 69 Black or African American and 0 Native Hawaiian or Other Pacific Islander.

The District has 38% of their students enrolled in their English Learner program.

The District has 11% of their students enrolled in their Special Education Program.

The District provides opportunity for recognition of students who excel in academics and sports, creating a positive and nurturing environment.

Students receive training on their responsibility to avoid becoming victims of violence (i.e., by avoiding high-risk situations, etc.). Schuyler Community Schools District utilizes the guidance counselor to provide ongoing instruction for students on character education and decision making/choices.

The schools are proactive in assistance to students who are faced with conflict or emergencies. Diversity awareness training, anger management training and conflict resolution programs are available to the students.

The school also provides information to students and parents on resources throughout the community to assist with the above topics.

Students are encouraged to share concerns and complaints without loss of confidentiality. Programs within the community have been identified and are available to students and their families to assist those who are at risk academically.

Findings

19. Continue the training to students on dating violence prevention and healthy relationships to fall in line with major school events, i.e….homecoming, dances, prom etc….

20. Re-enforce student expectations regarding bullying behaviors at junior and high school levels.

Parent And Community Involvement

Schuyler Community Schools District effectively communicates with parents, making them aware of behavioral expectations and is informed of changes in a timely manner.

The community supports the school's programs and activities that instruct on safety and non-violence.

Schuyler Community Schools District has a constructive relationship with local law enforcement and reports all incidents as required by law.

Findings

21. Continue to include specialists from the community, including other law enforcement officers, and other first responders on the safety committee to assist with annual recommendations, plan audits and reviews.

22. After practicing reunification drills, involve the parents and community on an actual reunification drill either off-site or on-site.

Preparedness

Guidance for preparedness focuses on the process of planning for the worst-case scenario.

Findings

23. Communicate all rules, regulations and safety procedures with staff on a regular basis.

24. Include parents, students and community specialists in your safety planning procedures.

25. Provide training opportunities in safety preparedness as part of in-service assemblies to help foster staff confidence.

26. Conduct Lock Down, Lock Out, Shelter In Place, and Off-Site Evacuation Drills, with debriefings after to build staff confidence.

27. The normal Fire Drill is to evacuate from the same direction and location. As with any incident, the normal evacuation route may not be available, recommend that the normal route be blocked during a drill to make the staff aware that they need to think beyond the normal during an incident.

Response

Acquire the steps to take during an incident.

Findings

28. Conduct individual room drills with specific guidance for staff and students.

29. Adopt National Incident Management System/ Incident Commander System (NIMS/ICS) training on-line, practice on non-emergency activities (fall celebrations, homecoming, prom, etc.…).

30. Allow multiple staff to practice specialized duties, (incident commander, public information officer, liaison, etc.…)

31. Conduct multiple training exercises, to include, tabletop, functional drills and full-scale exercises.

32. Have safety back-packs in each classroom. See suggested list on next page.

Safety Back-pack Suggested Contents		
Item	**Expiration**	**Replace**
Bottle of Water 1 Liter	None	As Needed
Aleve or similar product	Yes	2 years after purchase
Wet Ones Hand Wipes	Yes	2 years after purchase
Hand Crank Flashlight/Radio	None	As Needed
Playing Cards in Waterproof Case	None	As Needed
#8 Home/Office Scissors	None	As Needed
Crayons (64 Pack)	None	As Needed
Insect Repellent 6oz	None	As Needed
Whistle with Cord	None	As Needed
Memo Book 4x6	None	As Needed
Hand Sanitizer 3oz	Yes	1 year after purchase
Hard Candy 2 packages	Yes	1 year after purchase
Duct Tape 2 "x 10 yards	None	As Needed
Ultra-Thin Pads 18 count	None	As Needed
Hand Warmers 10 pack	None	As Needed
1st Aid Kit Personal Travel Size	None	As Needed
Emergency Blanket	None	As Needed
Rope 3/16" x 75ft	None	As Needed
Bungee Cord 2 pack 36 inch	None	As Needed
Disposable Gloves Latex Free 12 pack	None	As Needed
Construction Paper package	None	As Needed
Tarp 6'x8'	None	As Needed
Mechanical Pencil	None	As Needed
Plastic Bucket/Lid 5 gallon	None	As Needed
Toilet Paper 1 roll	None	As Needed
Original Purchased Date: 10/30/2019		

Recovery

The phases the School District will have to deal with on how to restore the learning and teaching environment after an incident.

Findings

33. Run-through reunification protocol in your gym first, then attempt off-site locations.

34. Include contact information for specialty resources the school may need to utilize for a significant incident clean-up.

Security And Safety Equipment

The District does have security surveillance systems.

The District does have access control systems.

The District does have sprinkler systems.

The District does have AED's in each building.

There are no emergency generators.

A private company does perform maintenance and inspections of the fire alarm system, fire extinguishers and sprinkler system.

Findings

35. The District has been proactive in the installation of a building wide access control system.

36. Recommend that the District installs emergency generators at the High School, Middle School and Elementary School.

Transportation

The District operates its own transportation system. The District does comply with all required inspections and drills.

The District has leased a portion of a building to house the buses.

- All vehicles that transport students are equipped with first aid kits.
- The buses do have a list of assigned students for the travel itinerary.
- There are procedures in place for staff to request the use of vehicles.
- Communications is via cell phones.
- The buses are equipped with security surveillance systems.

Findings

37. **With a secure building for the buses, the District has taken a good step in securing their buses.**

38. **The walk-in door to this portion of the building has a numbered key pad lock which enables the District to change the code if needed.**

Miscellaneous

There were Unsecured District vehicles at Middle School this year.

The District has replaced Venuetize Safety & Security software with NaviGate Prepared. This platform securely stores and shares emergency operating procedures and response plans used by the District's staff and first responders. Our firm has been given access to this software.

Findings

39. One vehicle was unsecured on the west side of the Middle School. Vehicle was secured by the inspection team. See Appendix C
40. November and December reports for NaviGate were reviewed. See Appendix C

High School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

41. All exterior doors should have standard signage informing visitors to use the main entrance.

42. Perimeter areas should have signage that states "Security Surveillance System In Use, "No Weapons Allowed", "Drug Free Zone" and "Delivery Area". The signage should be standardized for all buildings in the various school locations.

43. Recommend that all windowless exterior doors have peep hole devices installed so that individuals from the inside can view the exterior prior to opening a door.

44. The District has numbered exterior doors.

45. Construction is in process of the new gym and parking area on the westside.

46. Windows open boiler area. See Appendix A

47. Door #2 and #4A were unsecure. See Appendix A

48. Not all lights were operational on Door #1.

High School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

49. Recommend all electrical panels be secured.

50. Door #12 is chained due to construction of the new gym. Recommend a sign that reads Construction Area No Access and tape over the Exit Sign. See Appendix B

51. Door #14 did close properly this year.

52. Emergency Light near Door #24 was not operational. Recommend that all Emergency Lights be checked and batteries replaced. See Appendix B

53. Office personnel did have me sign in/out and requested if I return to sign back in.

Middle School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

54. All exterior doors should have standard signage informing visitors to use the main entrance.

55. Perimeter areas should have signage that states “Security Surveillance System In Use, “No Weapons Allowed”, “Drug Free Zone” and “Delivery Area”. The signage should be standardized for all buildings in the various school locations.

56. Recommend that all windowless exterior doors have peep hole devices installed so that individuals from the inside can view the exterior prior to opening a door.

57. Door #2 was unsecure (maintenance office) and no one inside. Recommend that all exterior doors be secured. See Appendix A

58. Lights not operational westside, doors 3 and 14. See Appendix A

Middle School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

59. The utility, telephone, internet and mechanical room should have signage that state this is a utility room as well as this is a restricted area. It should be noted that these rooms were secured.

60. Recommend all electrical panels be secured.

61. Recommend that signage be placed to show the severe weather shelter locations.

62. The new community recreational center indoor field has a few emergency lights damaged due to various balls striking them. These items have been repaired.

63. Office personnel did have me sign in and asked me to remove the visitor sticker from the High School.

64. The windows on the east-side have been repaired.

Elementary School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

65. Perimeter areas should have signage that states “Security Surveillance System In Use, “No Weapons Allowed”, “Drug Free Zone” and “Delivery Area”. The signage should be standardized for all buildings in the various school locations.

66. All exterior doors should have standard signage informing visitors to sign in at the main office entrance and obtain a visitor’s badge.

67. All exterior doors are numbered.

68. Key lock box on the exterior of the building. The Principal advised that the First Responders and Police Department have been issued card accessed to the building.

69. There were several lights not operational on the east and north sides of the building.

Elementary School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

70. Recommend that signage be placed to show the severe weather shelter locations.

71. Staff did a good job of asking if they could help me. Even though I had on a visitor badge, they still questioned in a professional manner if they could help.

72. Mechanical Room near Classroom 229 was unsecured. See Appendix B

73. No visible Quicken Reference Guide in Classroom 229.

Fisher 4 School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

74. Perimeter areas should have signage that states “Security Surveillance System In Use, “No Weapons Allowed”, “Drug Free Zone” and “Delivery Area”. The signage should be standardized for all buildings in the various school locations.

75. All exterior doors should have standard signage informing visitors to sign in at the main office entrance and obtain a visitor’s badge.

76. All exterior doors should be numbered. The north door is not numbered.

77. Lights on the west, north sides and Door 6 are non-operational.

Fisher 4 School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

78. Recommend that signage be placed to show the severe weather shelter locations.

79. Fire extinguishers outdated inspection tags. See Appendix B

Richland School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

80. Perimeter areas should have signage that states “Security Surveillance System In Use, “No Weapons Allowed”, “Drug Free Zone” and “Delivery Area”. The signage should be standardized for all buildings in the various school locations.

81. Door 5 would not close properly. Called Director of Facilities and he advised that he would contact the company that just worked on the door to fix the issue.

82. Lights not functioning on the north side as well as the street light on north side.

83. Motion sensor lights on Doors 3 and 5 only have one working bulb.

Richland School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

84. Recommend that signage be placed to show the severe weather shelter locations.

85. In the storage area off of the gym that leads to Door 5 has items too close to the door. See Appendix B

Pre-School Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

86. Perimeter areas should have signage that states “Security Surveillance System In Use, “No Weapons Allowed”, “Drug Free Zone” and “Delivery Area”. The signage should be standardized for all buildings in the various school locations.

87. All exterior doors should have standard signage informing visitors to sign in at the main office entrance and obtain a visitor’s badge.

88. Upon arrival, the staff did inquiry about my visit.

Per-School Interior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Interior entrance.
- Interior rooms.
- Lighting.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

89. Recommend that signage be placed to show the severe weather shelter locations.

90. Items that were an issue in the kitchen area that blocked the exit door have been removed.

91. There is a table next to the gym door that partially blocks it. Recommend removing this table. See Appendix B

504 R Building Exterior of the Facilities

Our Inspection Team conducted a physical inspection of the following categories:

- Exterior entrances.
- Fencing.
- Landscaping.
- Lighting.
- Parking areas.
- Play Areas and Athletic Field.
- Safety issues.
- Security issues.
- Signage.
- Windows.

Findings

92. This building is no longer used.

93. Not all exterior lights are functional.

Schuyler Community Schools Area Crime Statistics

The Schuyler Police Department is the primary law enforcement agency for your school area. Below are crime statistics for Colfax County for the years 2016, 2017 and 2018 from the Nebraska Commission on Law Enforcement and Criminal Justice*.

Type of Crime	2016	2017	2018
Violent Offenses	6	5	13
Property Offenses	25	31	65
Simple Assault	14	24	48

Violent Offenses: Homicide, Rape, Robbery, Assault
Property Offenses: Burglary, Larceny, Motor Vehicle Theft, Arson

Statistics on Adult and Juvenile arrest for combined years 2016, 2017 and 2018

Juvenile (0-17 years old)	112
Adult (18 years and older)	546

*is only as accurate with the information provided by law enforcement agencies.

Schuyler Community Schools Registered Sex Offenders



Name:Rafael Ignacio Avila-Juarez	
Alias(s):	
Date of Birth:8/17/1993	Registration Duration:Lifetime
Race:White	Sex:Male
Height:5' 7"	Weight:163 lbs
Hair:Black	Eyes:Brown
Addresses:	
(Reported by Registrant as of 2/7/2018) Physical/Main Address 220 East 9th Street Schuyler, NE 68661	



Name: Jeremy Michael Krupka	
Alias(s):Jeremy M Krupka	
Date of Birth:8/26/1986	Registration Duration:Lifetime
Race:White	Sex:Male
Height:6' 1"	Weight:191 lbs
Hair:Brown	Eyes:Green
Addresses:	
(Reported by Registrant as of 2/6/2019) Physical/Main Address 615 East 17th Street Schuyler, NE 68661	



Name:Jeffrey Otto Cech	
Alias(s):Jeff Cech, Jeffrey O Cech	
Date of Birth:5/21/1985	Registration Duration:25-Year
Race:White	Sex:Male
Height:5' 8"	Weight:160 lbs
Hair:Brown	Eyes:Green
Addresses:	
(Reported by Registrant as of 11/1/2019 Physical/Main Address 922 East 9th Street Schuyler, NE 68661	



Name: Mizael Angel Ibarra	
Alias(s): Mizael A Ibarra	
Date of Birth:9/9/1999	Registration Duration:15 Years
Race:White	Sex:Male
Height:5' 7"	Weight:180 lbs
Hair:Black	Eyes:Brown
Addresses:	
(Reported by Registrant as of 4/19/2019) Physical/Main Address 1619 B Street Schuyler, NE 68661	



Name:Gustavo Lira-Vargas	
Alias(s):Gustavo Lira, Gustavo V Lira, Gustavo Vargas, Gustavo Lira Vargas	
Date of Birth:7/5/1965	Registration Duration:Lifetime
Race:White	Sex:Male
Height:5' 11"	Weight:210 lbs
Hair:Black	Eyes:Hazel
Addresses:	
(Reported by Registrant as of 6/24/2019) Physical/Main Address 1622 C St Schuyler, NE 68661	



Name:Amanda Lynn Martens	
Alias(s):Amanda L Martens	
Date of Birth:9/29/1979	Registration Duration:25-Year
Race:White	Sex:Female
Height:5' 9"	Weight:345 lbs
Hair:Brown	Eyes:Brown
Addresses:	
(Reported by Registrant as of 3/23/2016) Physical/Main Address 621 Gold Street Schuyler, NE 68661	



Name:Luiz Marino Vetter	
Alias(s):Luiz M Vetter	
Date of Birth:7/7/1990	Registration Duration:25-Year
Race:White	Sex:Male
Height:5' 10"	Weight:210 lbs
Hair:Black	Eyes:Brown
Addresses:	
(Reported by Registrant as of 1/24/2018) Physical/Main Address 213 Meadow Ln Schuyler, NE 68661	



Name:Terry Lee Wear	
Alias(s):Terry L Wear	
Date of Birth:5/19/1965	Registration Duration:Lifetime
Race:White	Sex:Male
Height:5' 9"	Weight:187 lbs
Hair:Blond or Strawberry	Eyes:Blue
Addresses:	
(Reported by Registrant as of 2/23/2015) Physical/Main Address 607 E 7th Street Schuyler, NE 68661	

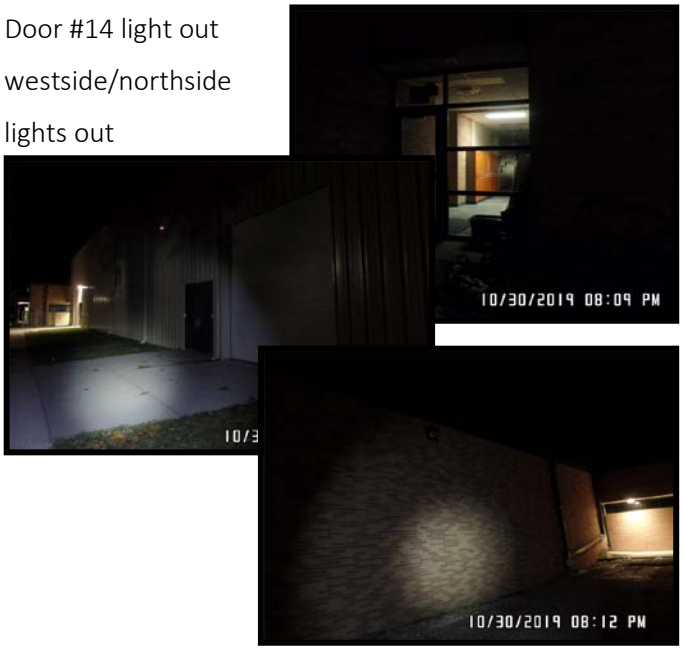


Name:Ronald Allen Faltys	
Alias(s):Ronald A. Faltys	
Date of Birth:8/24/1951	Registration 25 Year
Race:White	Sex:Male
Height:6' 1”	Weight:235 lbs
Hair:Blond or Gray	Eyes:Brown
Addresses:	
(Reported by Registrant as of 12/28/2018) Physical/Main Address 115 D Street Schuyler, NE 68661	

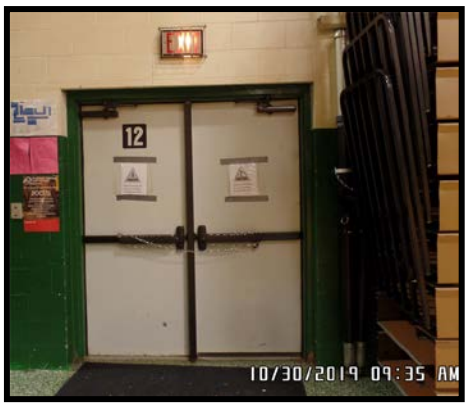
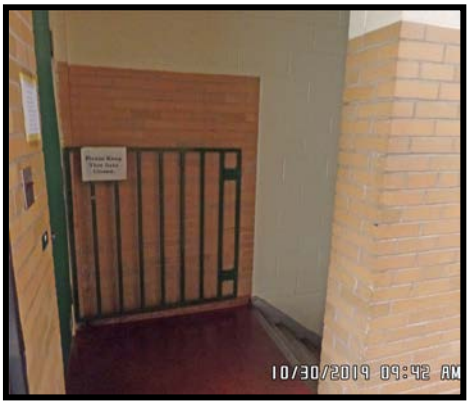


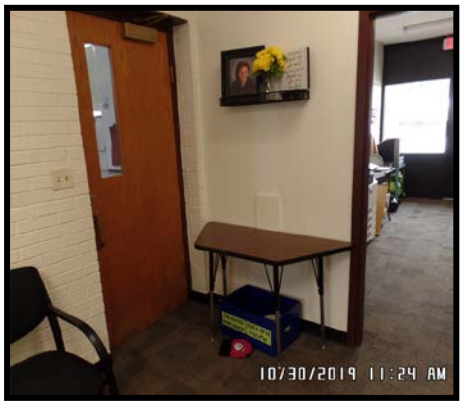
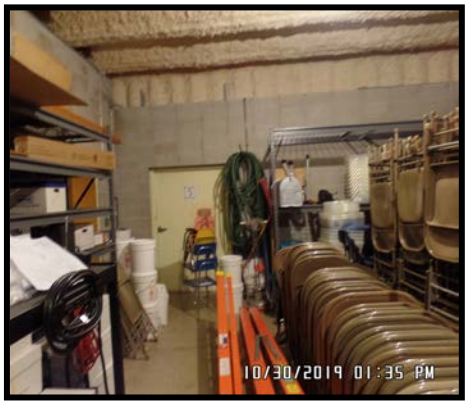
Name:Ronald Christian Jahir Garcia Gonzalez	
Alias(s):Christian Jahir Garcia, Christian J. Garcia-Gonzales	
Date of Birth:1/13/1997	Registration 15 Year
Race:White	Sex:Male
Height:5' 5”	Weight:130 lbs
Hair:Black	Eyes:Brown
Addresses:	
(Reported by Registrant as of 2/19/2019) Physical/Main Address 210 West 7th Street Schuyler, NE 68661	

Appendix A Exterior Photos

Doors #2 and 4A High School unsecure  	Windows open boiler area High School 
Door #2 unsecure Middle School 	Door #14 light out westside/northside lights out 

Appendix B Interior Photos

AED blocked High School hallway 	Gym door High School should be labeled construction area do not enter and exit sign covered 
Door #24 emergency light non-operational High School 	Gate not closed leads to storage area High School 

Pre-School desk partial block door gym 	Door #5 blocked Richland School 
Out-dated inspection fire extenguisher Fisher School 	Door unsecure utility area Elementery School 

Appendix C Miscellaneous Photos

NavGate Reports

NaviGate Prepared — November Drills Completed

November Drill Summary for Schuyler Community Schools

This shows what drills each building had scheduled and completed in November.

3 Schools did not schedule any drills in November:

Team Name
4R Elementary
Schuyler Elementary
Schuyler Preschool

3 Schools did not complete at least one drill in November:

Team Name	Status
Fishers Elementary	Completed 1 of 2 drills
Schuyler Central High School	Completed 0 of 1 drill
Schuyler Middle School	Completed 0 of 2 drills

1 School has successfully posted all scheduled drills:

Team Name	Status
Richland Elementary	Completed 2 drills

This is an automated message. To opt out, Log into Navigate Prepared and Deselect 'Receive Monthly Dr
Statistics' in your User Account settings.

NaviGate Prepared • www.navigateprepared.com • (866) 850-5958 (8am - 5pm EST)

NaviGate Prepared — December Drills Scheduled

December Drill Forecast for Schuyler Community Schools

This shows you how many drills each building has already scheduled for December.

3 Schools have not scheduled any drills for December:

Team Name
4R Elementary
Schuyler Elementary
Schuyler Preschool

4 Schools have scheduled at least one drill in December:

Team Name	Status
Fishers Elementary	1 scheduled drill
Richland Elementary	1 scheduled drill
Schuyler Central High School	1 scheduled drill
Schuyler Middle School	1 scheduled drill

This is an automated message. To opt out, Log into Navigate Prepared and Deselect 'Receive Monthly Drill Log Statistics' in your User Account settings.

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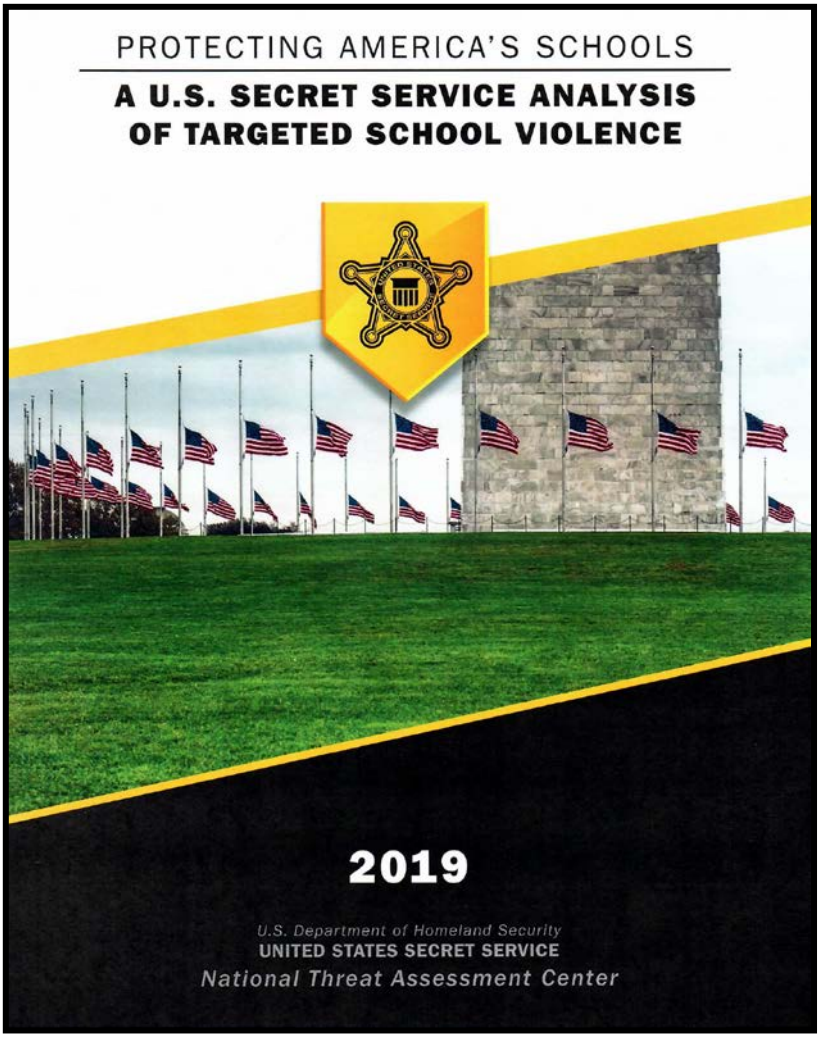
Van unsecure Middle School



Appendix D Miscellaneous Information

U. S. Secret Service Analysis of Targeted School Violence 2019 Report

https://www.secretservice.gov/data/protection/ntac/usss-analysis-of-targeted-school-violence.pdf



School-Associated Violent Death Study

Center for Disease Control and Prevention 1992-2016

Homicide is the second leading cause of death among youth aged 5-18. Less than 2% of these homicides occur on school grounds, on the way to/from school, or at or on the way to/from a school-sponsored event. The School-Associated Violent Death Surveillance System (SAVD-SS) monitors school-associated violent deaths across the U.S. Information is collected each year from media databases and law enforcement officials. SAVD-SS presents the most recent data available on:

- school-associated violent deaths
- common features of these events
- risk factors for perpetration and victimization

These data play an important role in assessing national trends in school-associated violent deaths and helping inform efforts to prevent fatal school violence.

Major Findings

Case Definition

A case is defined as a violent death (i.e, homicide, suicide, or legal intervention) that occurs on school property, on the victim's way to/from school, or at or on the victim's way to/from a school-sponsored event. Violent deaths associated with functioning U.S. primary and secondary schools, both public and private, are included in the surveillance system.

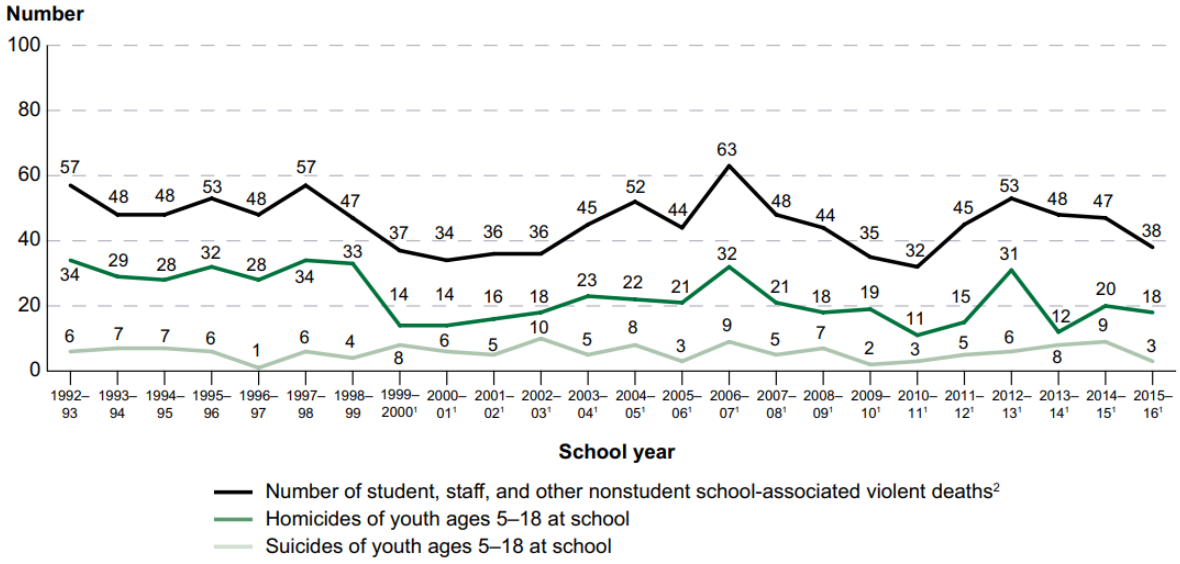
- About 90% of school-associated youth homicide incidents from 1994-2016 involved only one victim.
- Multiple-victim incidents accounted for only 10% of all school-associated youth homicide incidents from 1994-2016, but involved a disproportionate number of all youth homicide victims (18.6%) during this time.
- Single-victim school-associated homicides are similar to youth homicides unrelated to schools, often involving male, racial/ethnic minority victims, and occurring in urban settings.
- While single-victim school-associated youth homicide rates remained stable from 1994–2016, multiple-victim school-associated youth homicide incidence rates increased significantly from July 2009 to June 2018.
- From 1994-2018, 95% of multiple-victim school-associated youth homicides were caused by firearm-related injuries.
- Firearms used in school-associated homicides and suicides came primarily from the perpetrator's home or from friends or relatives.

- Nearly 50% of homicide perpetrators gave some type of warning signal, such as making a threat or leaving a note, before the event.

These findings underscore the importance of preventing violence at school as well as in communities.

Trends in School-Associated Violent Deaths—1992-2016

Figure 1.1. Number of student, staff, and other nonstudent school-associated violent deaths, and number of homicides and suicides of youth ages 5–18 at school: School years 1992–93 to 2015–16



¹ Data from 1999–2000 onward are subject to change until law enforcement reports have been obtained and interviews with school and law enforcement officials have been completed. The details learned during the interviews can occasionally change the classification of a case. For more information on this survey, see appendix A.
² A school-associated violent death is defined as "a homicide, suicide, or legal intervention death (involving a law enforcement officer), in which the fatal injury occurred on the campus of a functioning elementary or secondary school in the United States," while the victim was on the way to or from regular sessions at school, or while the victim was attending or traveling to or from an official school-sponsored event. Victims may include not only students and staff members, but also others at school, such as students' parents and community members.
NOTE: "At school" includes on the property of a functioning elementary or secondary school, on the way to or from regular sessions at school, and while attending or traveling to or from a school-sponsored event. In this indicator, the term "at school" is comparable in meaning to the term "school-associated." All data are reported for the school year, defined as July 1 through June 30.
SOURCE: Centers for Disease Control and Prevention (CDC), 1992–2016 School-Associated Violent Death Surveillance System (SAVD-SS) (partially funded by the U.S. Department of Education, Office of Safe and Healthy Students), unpublished tabulation (October 2018).

About School Security Services

This assessment was conducted by the staff of School Security Services, a Nesbitt and Associates Inc. company and is led by an Executive Team with over fifty years of award-winning experience in law enforcement and public safety. We provide security solutions for businesses, educational and financial institutions, healthcare, government, and individuals that protect lives, assets, maintains order, and public image.

With our team of professionally trained and experienced operatives, consultants, and strategic partners, Nesbitt & Associates helps our clients to:

- Prevent, prepare, respond, and recover from emergencies and critical incidents
- Identify security and policy weaknesses that threaten lives, assets, daily operations, income, and public order or image
- Develop and implement safety and security measures that protect lives, infrastructure, operations, and assets.
- Deal with inappropriate and/or threatening behavior that puts individuals and assets at risk
- Learn about strategies to identify threat and protect individuals from physical harm, and assets from loss or damage.

School Security Services - a Nesbitt & Associates Company
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Lincoln, NE 68516
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Fax: 888-715-1419
schoolsecurity@nesbittassociates.com
www.nesbittassociates.com

1. Academic Program: *Core Curriculum, 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*

1.a If the "perfect" school opened across the street from your building, what would they be doing to ensure all students achieve at or above grade level in core academic areas?

1.b Describe what effective schools do to ensure curriculum alignment and continuity of programs from elementary to middle and high school programs.

1.c Describe what schools of diversity could do to enhance learning, promote bilingual or dual language acquisition, and/or support academic achievement in the student's/parent's primary language.

1.d In the ideal school, what elective course offerings would they offer to provide a well-rounded education at your building/level?

1.e If the "perfect" school opened across the street from your building, what homework practices would they adopt to promote independent practice and extend learning opportunities at your building/level?

1.f Discuss the ideal specialized programs (Early Childhood, SPED, Title, Gifted, Credit Recovery, Alternative Education, College Credit). What would SCS need to do to provide these services at your building/level?

1.g If the "perfect" school opened across the street from your building, how would their school calendar/schedule ensure adequate time for all subject areas at your building/level? How many minutes per week, per class?

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:

1	**ECH**	**Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.**
2019	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2019	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 5 programs in the community
2	**K-5**	**Develop and implement a formalized process to review, adopt, and implement a comprehensive Reading/Language Arts curriculum.**
2019	Action Plan	1. Provide professional development in support of the new reading program
2019	Action Plan	2. Provide in-class support and evaluate effectiveness of the new reading program
3	**SCS**	**Develop and implement a formalized process to review, adopt, and implement a comprehensive K-5 Science Program.**
2019	Action Plan	1. Align science curriculum to 2017 Nebraska Science Standards.
2019	Action Plan	2. Select a core group of teachers to visit schools presently using science programs under consideration for adoption.
2019	Action Plan	3. Pilot selected science program to provide evidence of effectiveness
2019	Action Plan	4. Research and adopt a new science program for implementation in the fall of 2020-21.
2019	Action Plan	5. Provide professional development in support of the new science program
2019	Action Plan	6. Provide support and evaluate effectiveness of the new science program.
4	**SCS**	**Align curriculum, scales, and training in support of the Schuyler Instructional Model focused on student engagement and achievement**
2019	Action Plan	1. Develop and implement a plan to orient new staff and substitute teachers in support of instruction and technology.
2019	Action Plan	2. Contract with Marzano Research Labs to review and re-write scales as necessary.
2019	Action Plan	3. Implement the Marzano Focused Evaluation Model in alignment to state frameworks.
2019	Action Plan	4. Host a PK-12 workshop to work on vertical alignment of curriculum, scales, etc... (5/21/2019)
2019	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students.
2019	Action Plan	6. Continue to offer APL training for new staff and refresher training to returning teachers in the district.
5	**SCHS**	**Expand academic options for new arrivals, ELL, special needs, at risk students, etc... (Warrior Achievement Center, Project Based Classes, etc**
2019	Action Plan	1. Develop a plan that involves building staff to closely examine staffing needs in each building across the district.
2019	Action Plan	2. Expand "Newcomer" program to provide support for struggling high school students in ELPA 21 levels 1-2.
2019	Action Plan	3. Review, adopt and implement research-based practices to support the successful transition of newcomers and ELL students in the regular classroo
2019	Action Plan	4. Adopt, implement, and train teachers using the "Mindset of a Teenager" curriculum to support successful transition of newcomer students.
2019	Action Plan	5. Implement additional credit and credit recovery through the UNL High School Program
6	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness for all students.**
2019	Action Plan	1. Continue to offer Algebra I to high performing students in grade 8 at Schuyler Middle School.
2019	Action Plan	2. Research and develop a plan for an organized career academy, college credit and licensure courses to meet the needs of a diverse student populatic
2019	Action Plan	3. Continue to research and submit a grant application for Re-Vision for CTE courses for 2020-21 school year.
2019	Action Plan	4. Continue to provide dual-credit and College Credit courses to promote college access.

Non-Core Academic Programs

7	**SCS**	**Selected teachers participate in a K-12 Art Grant Program to promote integration of art education in the regular curriculum.**
2019	Action Plan	1. Continue participation in the K-12 Art Grant Program through ESU 2.
8	**SES**	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2019	Action Plan	1. Contract with the Flippin Group (Capturing Kids Hearts) to provide training for all K-12 teachers and administrators
2019	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions for selected K-12 teacher leaders.
2019	Action Plan	3. Research and implement a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
2019	Action Plan	4. Apply and submit a grant proposal to promote family engagement and literacy at the elementary level.
9	**SCS**	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of selected music groups/programs.**
2019	Action Plan	1. Develop a K-12 vocal and instrumental music schedule and align music staff to meet program needs.
10	**K-5**	**Develop and implement a dual language, bilingual education school at Richland Elementary.**
2019	Action Plan	1. Host informational meeting for parents to learn more about bilingual/dual language schooling.
2019	Action Plan	2. Coordinate curriculum, textbook selection, program coordination, etc...
2019	Action Plan	3. Registration of Kindergarten through 2nd Grade Students
2019	Action Plan	4. Register NABE 2020 Conference participants and secure travel, lodging, etc...
2019	Action Plan	5. Host spring registration for Kindergarten students for the 2020-21 school year.
2019	Action Plan	6. Continue to offer Spanish I at the 8th grade level for high school credit.

Action Plans

1. 2019 SCHS: Provided monthly updates to the board of education so members can be kept abreast of priority goals and plans.
2. 2019 SCHS: Completed year #1 in the Re-Vison process to evaluate and improve CTE offerings.
3. 2019 SCHS: Expanded the Ag Education area from one teacher to two.
4. 2019 SCHS: College Classes: 33 students enrolled in 43 classes in 2018. 61 students enrolled in 77 classes in 2019.
5. 2019 SMS: Instituted Friday academic enrichment time to offer focused interventions to students based upon STAR 360 Data
6. 2019 SCHS: Continued implementation of Discovery Education training with SMS and SCHS Staff
7. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
8. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
9. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
10. 2019 New teachers participated in the ESU 7 Marzano Workshop.
11. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
12. 2019 SES: Conducted several workshops associated with the new reading series.
13. 2019 SES: Added additional home visitor to Sixpence Program.
14. 2019 SES: Received Family Literacy Grant.
15. 2019 SES: Created an additional newcomers classroom for 2-3 grades.
16. 2019 SES: Formed a K-5 leadership team to help push out decisions at grade levels.
17. 2019 SES: Implemented dedicated intervention time at all grade levels.
18. 2019 SPED: Completed our first year of implementation of the co-teaching model (teaching, monitoring, planning, grading, providing meaningful modifications and accommodations)
19. 2019 SPED: Provided support services during intervention time in both reading and math which provided a time for our resource teachers to focus on the basic priority skills deficiencies.
20. 2019 SPED: Worked closely with grade-level teachers to make modifications and accommodations as needed.
21. 2019 SPED: Gathered data and being a part of the grade-level in determining what needs to be taught during intervention time.
22. 2019 SPED: Created assessment questions for upcoming math and reading tests that match our priority standards.
23. 2019 SPED: Hosted meaningful PLC discussions that shared our successes and needs along with working together to make modifications on assignments.
24. 2019 SPED: Hosted summer camp for our medically fragile students.
25. 2019 SPED: Designed and implemented a "sensory room" at SES for our students with autism an opportunity to have a space of their own.
26. 2019 SPED: Successful implementation of Intensive Verbal Behavior program at SES and SMS.
27. 2019 SPED: Built more class choices for secondary students by using UNL classes and Odysseyware along with placing students correctly in classes.
28. 2019 SPED: Additional SES's para-educators receiving transportation training since they provide transportation for Head Start, Schuyler Preschool and SES special education students.
29. 2019 SPED: Streamline the SAT process for the 5th time to ensure every student has the opportunity to be successful in our school setting.

30. 2019 SPED: Generated procedures and forms to ensure a unified and consistent approach in all SCS school buildings along with having a set meeting date every month.
31. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
32. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
33. 2019 SCHS: State and National Silver and Gold Key Art recipients.
34. 2019 Developed and implemented a common lesson plan format at SCHS.
35. 2019 College and Career Readiness Opportunities with Alternative Education Students
36. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
37. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
38. 2019 After school program staff attended training in Kearney for programing.
39. 2019 After school program has received a grant to help with staffing high school students as helpers, STEM supplies, and staffing to help with community involvement.
40. 2019 Professional development on effective English Learner (EL) strategies and programs (Ellevation, Language Acquisition)
41. 2019 Ellevation training for staff in May and refresher in the fall.
42. 2019 Design and develop EL continuum for high school.
43. 2019 Implementation of ELPA21 Screener district-wide.
44. 2019 Joined EL Collaborative group for secondary educators in Nebraska.
45. 2019 Hosted Wayne State College EL department visit.
46. 2019 Information given to staff about ELPA indicators and expectations for the ELPA.
47. 2019 Keynote speaker, Robens Chery, from Florida (Haiti) to give staff perspective of Newcomers.
48. 2019 Keynote speaker, Robens Chery, that was able to relate to students 4-12 grades.
49. 2019 Addition of Newcomer Interventionist (certified teacher/counselor).
50. 2019 Addition of EL Para in large newcomer classrooms.
51. 2019 Addition of EL Science (certified) teacher.
52. 2019 Collaboration with the Migrant Program.
53. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
54. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
55. 2019 Expanded one more grade in the bilingual education program (K-2)
56. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
57. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
58. 2019 Two full time music teachers at SES.
59. 2019 Continued participating in community meetings to address the early childhood and daycare needs in the community.
60. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
61. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
62. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
63. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
64. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
65. 2018 Piloted selected reading program to provide evidence of effectiveness.
66. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
67. 2018 Provided initial and ongoing professional development in support of the new reading program.
68. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
69. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
70. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
71. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
72. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
73. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
74. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
75. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
76. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
77. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
78. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
79. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
80. 2018 Researched historical perspective to evaluate priority school designation response.
81. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
82. 2018 Implemented UNL High School classes for at-risk students.
83. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
84. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
85. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
86. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
87. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.
88. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.

89. 2018 Recruited and enrolled teachers to participate in the art grant program.
90. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
91. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
92. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
93. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
94. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
95. 2018 Registered and secured travel, lodging, etc... for 2018 NABE Conf. (4 staff members, 2 community members).
96. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
97. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc...
98. 2018 Hired a bilingual teacher for the dual language program.
99. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
100. 2018 Offered Spanish I at the 8th grade level for high school credit.
101. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
102. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
103. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
104. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
105. 2017 Expanded ELL core academic transition classes from 5 to 12.
106. 2017 Coordinated training for the adoption of new NDE Science Standards
107. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
108. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
109. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
110. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
111. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
112. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
113. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
114. 2017 Hosted APL refresher for all SCS teaching staff.
115. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
116. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
117. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
118. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
119. 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".
120. 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.
121. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
122. 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!
123. 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.
124. 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.
125. 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.
126. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
127. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
128. 2017 SCHS: Purchased and implementing a new life skills curriculum.
129. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
130. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
131. 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.
132. 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.
133. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
134. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
135. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
136. 2016 Develop and implement an achievement center program to support student achievement.
137. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
138. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
139. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).

140.2016 Host APL Training (4 Days) for all teachers and administrators.
141.2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
142.2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
143.2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
144.2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
145.2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
146.2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
147.2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
148.2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
149.2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
150.2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
151.2015 Established a 21st Century K-8 Afterschool Program.
152.2015 Expanded 21st Century Summer School Camps: June and July Sessions.
153.2015 January Professional Development Focus: David Weber and VJ Smith.
154.2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
155.2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
156.2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
157.2014 Contracted with CTAC to promote and guide SIG process at SMS.
158.2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
159. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
160.2014 Changed elementary schedule to expand physical education, music education, and recess time.
161.2014 Submitted and Awarded a school improvement grant for SMS.
162.2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
163.2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
164.2014 SES Organized PTA, Community Cafe (Parent Involvement).
165.2014 Professional Development Focus: District-wide 3-Day Marzano Training.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

2.a If the "perfect" school opened across the street from your building, what would our activity (athletics and fine arts) programs need to do to compete with them?

2.b Describe the characteristics of a comprehensive health & physical education program and its contribution to a successful athletic program. How many minutes per week, per class?

2.c Describe a successful vocational, academic, and social club program.

2.d Describe what successful activities (athletics and fine arts) programs do to improve participation and retention of students from middle to high school.

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas:

Extra-Curricular Activities

11	**K-6**	**Increase student/parent/community participation in youth athletic and activities programs.**
2019	Action Plan	1. Continue to develop and expand access to schedule/calendar improve coordination with school/community youth and after school programs.
2019	Action Plan	2. Improve coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2019	Action Plan	3. Continue acquisition of equipment and uniforms for youth sports programs.
2019	Action Plan	4. SMS/SCHS coaches demonstrate an interest and appreciation for the efforts of volunteer coaches for the after-school programs.
2019	Action Plan	5. SMS/SCHS coaches demonstrate an interest and appreciation for the efforts of volunteer coaches for the school/community youth programs.
2019	Action Plan	6. Hire head coaches to recruit volunteers and develop youth athletic programs at the K-6 level.
2019	Action Plan	7. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2019	Action Plan	8. Continue to host youth programs recognition/activity nights at SMS/SCHS activities.
12	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2019	Action Plan	1. Increase student participation in high school activities and improve gender balance for Title IX compliance.
2019	Action Plan	2. Continue to implement a statistic report card for each actvity to measure program performance and improvement.
2019	Action Plan	3. Research a coach incentive/recognition program (winning seasons, conference/district champions, State Qualifier, Runner-up, Champion, etc...).
2019	Action Plan	4. Implement coaches evaluation instrument at SMS/SCHS and review process for improving activities at all levels.
2019	Action Plan	5. Improve coordination of 7-12 physical education programs to promote skill development in competitive sports.
2019	Action Plan	6. Improve coordination and implementation of 9-12 strength training programs. (Bigger, Faster, Stronger)

Action Plans:

1. 2019 Hired an additional physical education teacher/coach for the high school female classes/activities.
2. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
3. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
4. 2019 Recruited and assigned new leadership in our High School Sports programs (Girls Golf, Girls CC, Softball, Football)
5. 2019 Kick off the year with coaches' orientation meeting/lunch/golf outing.
6. 2019 Created new leadership in our MS sports programs for GBB, BBB, GTR
7. 2019 Improved promotion of sales of SCS activities passes and implemented use for youth sports, informational posters, and procedural.
8. 2019 Created Middle School Activities report card to mirror SCHS activities report card for tracking success indicators. ECRA
9. 2019 Applied to host District Competitions for Play Production and Speech.
10. 2019 Negotiated payment for elementary youth program coordinator positions.
11. 2019 Added certified employees to coach youth sports.
12. 2019 Added youth softball for girls.
13. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
14. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
15. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
16. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
17. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
18. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
19. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
20. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).
21. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.

22. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
23. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
24. 2017 Recipient of the Nebraskans for the Arts State Award.
25. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
26. 2017 Began mandatory weight training for all sports a minimum of two times a week.
27. 2017 In April we provided APL training for all coaches and sponsors.
28. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
29. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
30. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
31. 2017 Each sport completes at least one community service project during their season to connect with the community.
32. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
33. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
34. 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.
35. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
36. 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.
37. 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.
38. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
39. 2017 End of season meetings with MS Head Coaches have been implemented.
40. 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.
41. 2017 Added Youth Volleyball Program 3-6.
42. 2017 Worked with new community program to continue 3-6 tackle football.
43. 2017 Increased student participation numbers for all youth activities.
44. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
45. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
46. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
47. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
48. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
49. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
50. 2016 Expand marching band program to include 8th grade students.
51. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
52. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
53. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
54. 2015 Promoted business sponsorships of home football games to increase attendance.
55. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
56. 2015 Hire a K-8 youth programs director for school/community activities.
57. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
58. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
59. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
60. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
61. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
62. 2014 Conducted parent focus groups to improve parent involvement.
63. 2014 Host annual meetings with parent core group to develop PTA at SES.
64. 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*

3.a If the "perfect" school opened across the street from your building and had a state-of-the-art technology program, what would that look like?

3.b If the "perfect" school opened across the street from your building, what core technology competencies would they require at your grade level?

3.c If the "perfect" school opened across the street from your building, what professional development would they provide to promote effective use of technology in the classroom?

3.d Describe the characteristics of an innovative, state-of-the-art technology program at your building/level.

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas:

13	**K-5**	**Adopt and implement an effective keyboarding program and technology exploration program.**
2019	Action Plan	1. Continue to implement K-5 technology curriculum: **TechnoKids**
14	**3-5**	**Adopt and implement an effective keyboarding program.**
2019	Action Plan	1. Continue to implement an automated typing program: **Typing Club**
15	**6-8**	**Adopt and implement a Skills and Technical Science Program at SMS**
2019	Action Plan	1. Update Skills and Technical Science utilizing: **Discovery Education STEM Connect and Lego Robotics Curricula.**
16	**9-12**	**Host 2019 Technology Fair for Schuyler and Area Schools.**
2019	Action Plan	1. Develop the schedule and agenda for the 2019 Schuyler Tech Fair.
2019	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2019 Schuyler Tech Fair.
2019	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2019	Action Plan	4. Secure contracts with selected speaker/presenters for the 2019 Schuyler Tech Fair.
17	**9-12**	**Adopt, train, and implement system-wide technology solutions**
2019	Action Plan	1. Implement and train a new School Safety Online System: **NaviGate Prepared**
2019	Action Plan	2. Purchase and implement a single-sign-on solution for every application used at Schuyler Community Schools: **ClassLink**
2019	Action Plan	3. Expand communication options to build trust, open communication and engage staff, students, parents, community patrons: **Thoughtexchange**
2019	Action Plan	4. Develop a framework to align communication, define school quality, and evaluate school improvement initiatives: **ECRA Group**

Action Plans

1. 2019 Replaced SCHS copiers
2. 2019 Replaced 30 projectors
3. 2019 500 tech-its from January 2019 - October 2019
4. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
5. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc...
6. 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)
7. 2019 Refreshed incoming 6th and 9th grade iPads
8. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
9. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
10. 2019 Refreshed SCHS Business Cart & repurposed old ones
11. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
12. 2019 Addressed/coordinated Apple recall of 40 laptops
13. 2019 Moved/converted fixed physical servers to virtual servers
14. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
15. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
16. 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
17. 2019 SES Stem Lab
18. 2019 Provided tech support for bond issue
19. 2019 Work with thoughtexchange, high school students, staff exchanges
20. 2019 Added projectors and computers/ipads to Richland and Fishers
21. 2019 Fixed and setup sound/microphone system at Richland and Fishers

22. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
23. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
24. 2019 Created 250+Infinite Campus (IC) parent portal accounts
25. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
26. 2019 Added battery backups to each mini wiring closet (20+)
27. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
28. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
29. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
30. 2019 Moved and updated iPad and laptop carts to SMS for summer school classes
31. 2018 Updated all the flat screen media players to the "cloud" system.
32. 2018 Installed Internet access at the bus barn.
33. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
34. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
35. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
36. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
37. 2018 Secured funding and installed a broadcasting studio at SCHS.
38. 2018 Developed and adopted a broadcasting program at SCHS.
39. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
40. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
41. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
42. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
43. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
44. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
45. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
46. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
47. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
48. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
49. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
50. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
51. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
52. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
53. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
54. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
55. 2017 SMS replaced the intercom/paging system.
56. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
57. 2017 Launch new App to connect parents/community to school.
58. 2017 Increase use of social media through new SCS website and app.
59. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
60. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
61. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
62. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
63. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
64. 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
65. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
66. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
67. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
68. 2015 Participated in planning sessions for Schuyler Media Network.
69. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
70. 2015 Replaced 40 teacher laptops across the district.
71. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
72. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
73. 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.
74. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
75. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
76. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.

77. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
78. 2015 Develop a replacement cycle for technology hardware and software programs.
79. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
80. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
81. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
82. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
83. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
84. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
85. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
86. 2014 Support staff professional development program using the portal and EMC videos.
87. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
88. 2014 Relocated technology department to SMS east wing to improve coordination of services
89. 2014 Expanded tech team from a 2-person department to a 5-person department.
90. 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*

4.a If the "perfect" school opened across the street from your building, what would their transportation program and scheduling system include to accommodate their academic/activity program needs?

4.b If the "perfect" school opened across the street from your building, what additional vehicles would they include in their fleet to accommodate their academic/activity program needs? How often would they update their vehicles?

4.c In the ideal school system, what would our transportation program need to do to better accommodate family needs and improve traffic flow and safety around your building?

Goal: Safe and efficient transportation system.

Target Areas:

18	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2019	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.
2019	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
19	**SCS**	**Review effectiveness of bus routes, traffic flow, safety, etc... at SES, SMS, and SCHS before and after school.**
2019	Action Plan	1. Develop and implement a plan to address student behavior on the morning and after school routes.
2019	Action Plan	2. Develop a plan to improve safety and traffic flow around SMS before and after school hours.
20	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2019	Action Plan	1. Review morning and afternoon bus service program to determine if we are meeting the needs of elementary families.
2019	Action Plan	2. Expand morning and afternoon bus service for Dual Language Program students attending Richland Elementary building.

Action Plans

1. 2019 Replaced Maintenance Van – (SMS)
2. 2019 Purchased a SUV Ford Edge (2017)
3. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
4. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
5. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan).
6. 2019 Purchased a new high-speed buffer (equipment replacement plan).
7. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
8. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
9. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
10. 2019 Continued recruitment of drivers for activity routes SCS
11. 2018 Coordinated and updated the vehicle replacement plan.
12. 2018 Developed and implemented an equipment replacement plan.
13. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
14. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
15. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
16. 2018 Purchased 71 passenger bus (2015)
17. 2018 Replaced the maintenance department's SES 2013 pickup.
18. 2018 Replaced the maintenance department's gator
19. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
20. 2017 Developed a large equipment database with a replacement schedule.
21. 2017 Before and after school busing to Richland Elementary.
22. 2017 Lease a new bus barn (8 buses)
23. 2017 Cleaned our old bus barn and held an auction.
24. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
25. 2017 Purchased 2013 International Bus (71 Passenger #71A)
26. 2017 Purchased 2016 Ford Taurus (Silver 51)
27. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
28. 2017 A parking map was created for SMS and mailed home to parents
29. 2017 Signage was purchased for SMS parking lots.
30. 2017 Sidewalk added for safe route to SES.
31. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
32. 2016 Purchased a 2016 Ford Taurus. (Car 49)
33. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
34. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
35. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
36. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
37. 2015 Purchased a 2016 Blue Bird Bus. (77A)

38. 2015 Develop transportation management and request system on the portal.
39. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
40. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
41. 2014 Purchased a 2014 Ford Taurus. (Car 17)
42. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
43. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
44. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
45. 2014 City of Schuyler provided crossing guard at SMS.
46. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
47. 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*

5.a If the "perfect" school opened across the street from your building, what additional facilities would SCS need to add to compete with their academic and activities programs?

5.b In the ideal school, what suggestions would you share to assist the board of education in determining priorities for facilities maintenance, remodeling, and new construction?

5.c If the "perfect" school opened across the street from your building, what would SCS need to do to upgrade your campus to provide state-of-the-art facilities and improve safety and security?

5.d What ideas would you share to encourage better use of our present facilities (North Ward, Rural Schools) to accommodate increased enrollment numbers at the elementary level?

Goal: Secure, quality, modern educational facilities.

Target Areas:

21	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2018	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2018	Action Plan	2. Continue to promote and improve educational options and/or school choice within the district, balance class size and building utilization.
2018	Action Plan	3. Continue efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
22	**SCHS**	**Phase II-IV: Kitchen, Cafeteria, Gymnasium, Performing Arts Center.**
2019	Action Plan	1. Promote bond issue to expand facilities and address ADA compliance at Schuyler Central High School.
2019	Action Plan	2. Hire an architect to design upgrade to east gym, kitchen, cafeteria, locker rooms, gym, locker rooms, and wrestling room, and restroom upgrades.
2019	Action Plan	3. Select Construction Manager (Hausmann Construction) to manage construction project at SCHS.
2019	Action Plan	4. Host ground breaking ceremony to celebrate initiation of the construction project.
2019	Action Plan	5. Complete Bond Rating process and press release for the sale of construction bonds for the SCHS facility project.
2019	Action Plan	6. Begin construction process and host weekly and monthly construction meetings.
23	**Rural**	**Conduct a facility review and feasibility of facility upgrades. (Classrooms and Multi-Purpose Addition)**
2019	Action Plan	2. Develop a feasibility study to upgrade and finance facility upgrades and possible new construction.
2019	Action Plan	3. Host meetings with playground companies to determine equipment and cost to upgrade playgrounds at the rural schools.

Action Plans:

1. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
2. 2019 SCHS: Construction on the new cafeteria/commons/gymnasium. Oct-Nov (footings, foundations, utilities, interior walls)
3. 2019 SCHS: Construction on the new cafeteria/commons/gymnasium. Dec (precast gym walls, roof, concrete floor)
4. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
5. 2019 SCHS: Replaced carpet in two business classrooms.
6. 2019 SCHS: Replaced lighting in industrial technology lab.
7. 2019 SCHS: Painted science room.
8. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).
9. 2019 SCHS: Improved welding facilities and improved ventilation area for our Ag Ed lab.
10. 2019 Fieldhouse: Installed nets to divide courts and fields.
11. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
12. 2019 SMS: Constructed a new guidance office.
13. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
14. 2019 SES: Installed new ventilation system in the kitchen.
15. 2019 SES: Replaced west entrance concrete.
16. 2019 SES: Repaired floor and painted court lines on gymnasiums.
17. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
18. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.
19. 2019 Richland: Remodeled 4 classrooms to accommodate expansion of Dual Language Program.
20. 2019 Fishers: Painted ceiling in the basement classrooms.
21. 2019 Fishers: Installed cabinets for the science lab.
22. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
23. 2019 Preschool: Replaced roof on the basement attachment.
24. 2019 Preschool: Installed mirrors in restrooms.
25. 2019 Maintained and added gravel/rock to non-hard surface access roads and parking lots.
26. 2018 Replaced the well at Fisher's Elementary School.
27. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
28. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
29. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…

30. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
31. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
32. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
33. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
34. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
35. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
36. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
37. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
38. 2018 SCHS: Remodeled south hallway restrooms.
39. 2018 SCHS: Remodeled faculty workroom and restrooms.
40. 2018 SCHS: Replaced hallway speakers
41. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
42. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
43. 2018 SES: Completed the southwest sidewalk on Chicago street.
44. 2018 Preschool: Replaced the roof.
45. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
46. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
47. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
48. 2018 Richland: Painted main hallway
49. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
50. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
51. 2017 Sold and removed portable classroom buildings at SCHS
52. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
53. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
54. 2017 Completed landscape projects at the preschool and middle school buildings.
55. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
56. 2017 Completed SMS trophy cases in the lobby/lunchroom
57. 2017 Completed storage area for the field house/physical education equipment.
58. 2017 Replaced carpet in SCHS business and math rooms.
59. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
60. 2017 SMS completed air conditioning system in the gymnasium
61. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
62. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
63. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
64. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
65. 2016 Improve preschool playground, landscaping and perimeter fence.
66. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
67. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
68. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
69. 2016 Replaced two (2) HVAC units at the middle school site.
70. 2016 Replaced sewer lines in the middle school science and food service areas.
71. 2016 Installed new lights on the south side of the middle school building (street and parking).
72. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
73. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
74. 2016 Installed underground sprinkler system on the east lawn of the high school building.
75. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
76. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
77. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
78. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
79. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
80. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
81. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
82. 2015 Remodeled SCHS West Lobby and Restrooms.
83. 2015 Install new lighting in the middle school gymnasium.
84. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
85. 2015 Install new lighting in the East Gymnasium
86. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
87. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
88. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
89. 2015 Remodel 2nd floor of the Preschool Building.
90. 2014 Upgrade SES playground with donation from PTA.

91. 2014 Install new lighting in the West Gymnasium.
92. 2014 Develop and implement building improvement and remodeling plan.
93. 2014 Develop and implement maintenance request program on the FMP portal.
94. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
95. 2015 Update playground equipment for preschool that meets Rule 11.
96. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
97. 2014 Remodel the 1st floor of the Preschool Building.
98. 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*

6.a If the "perfect" school opened across the street from your building, what would their food service program provide?

6.b If the "perfect" school opened across the street from your building, what would their nursing program provide in response to the increased medical/dietary needs of students?

6.c If the "perfect" school opened across the street from your building, what role would para-educators provide in supporting student learning in regular or special service classrooms?

6.d Schools must be prepared to deal with a variety of emergency and crisis situations. Identify those items Schuyler would need to include in their crisis intervention plan to ensure an appropriate response and promote a safe environment for all students and staff?

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas:

24	**7-12**	**Develop a plan and secure outside financial support for expanded care and prevention of athletic injuries (Athletic Trainer)**
2019	Action Plan	1. Hire full-time trainer at the high school level through Columbus Community Hospital.
2019	Action Plan	2. Evaluate program effectiveness in promoting athletic conditioning and injury rehabilitation.
25	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
2019	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2019	Action Plan	2. Develop a plan/program at the building/district level to recognize and support substitute teachers.
26	**K-12**	**Develop and implement a plan to improve food service and menu options across the district.**
2019	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2019	Action Plan	5. Develop a plan to provide increased menu options for SCHS students for the 2020-21 school year.

Action Plans:

1. 2019 Renewed Membership with Wayne State College NENTA Program for substitute teachers.
2. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
3. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
4. 2019 Implementation of new Concussion testing system XLNT brain system.
5. 2019 Healthy school grant provided resources to send all SCS PE staff to Nebraska SHAPE conference
6. 2019 Continued evaluation of the food service "smarter lunchrooms" program.
7. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
8. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
9. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
10. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
11. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
12. 2018 Updated and adopted job descriptions for all support staff positions in the district.
13. 2018 Applied for and received grants to purchase food warmers for the rural schools.
14. 2018 Applied for and received a grant for a hot-food serving line at SMS
15. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
16. 2018 Conducted quarterly "Smarter Lunchroom" evaluations for food service in each building.
17. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
18. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
19. 2018 Hosted a Civil Rights Compliance review for the high school facility.
20. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
21. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
22. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
23. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
24. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
25. 2017 Leased new bus bard to secure buses and improve safety for drivers.
26. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
27. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
28. 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.
29. 2017 SCS Para-educators received APL training district-wide.
30. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
31. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
32. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).

33. 2016 Finalize Colfax County Crisis Preparedness Manual.
34. 2016 Complete District-wide Crisis and Emergency Response Manual.
35. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
36. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
37. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
38. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
39. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
40. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
41. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
42. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
43. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
44. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
45. 2015 Implement the EMC professional development program for support staff.
46. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
47. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
48. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
49. 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*

7.a If the "perfect" school opened across the street from your building, what communication systems would their board and administration use to promote trust and transparency?

7.b If the "perfect" school opened across the street from your building, what strategies would their board of education use to prioritize spending, determine financial stability, and ensure sufficient capital to carry out short and long range goals?

7.c Describe an effective guidance, counseling, and career education program and its role in providing personal, social, academic, college and career information to students/parents.

7.d What management personnel, resources, skills and/or equipment would we need to create the ideal office environment at your building/level?

7.e Describe effective leadership and identify your administrators' role in supporting professional development and developing an effective learning climate at your building.

7.f If the "perfect" school opened across the street from your building, what would their parents say about their school?

7.g If the "perfect' school opened across the street from your building, what would their business community do to build a strong relationship with the school and encourage their youth to return to Schuyler as young adults?

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

Target Areas:

1. Provide a system to promote staff and community input and improve internal/external communication with all stakeholders.

27	K-12	Continue to expand strategies to improve communication and promote parent/community engagement.
2019	Action Plan	1. Promote and expand the use of electronic communication, advertising, and message boards to inform parents and community patrons.
2019	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.
2019	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Commite', City Council, etc...)

Action Plans

1. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
2. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
3. 2019 SMS Hosted Process Champions training for SES/SMS admin/teacher leaders.
4. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
5. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
6. 2019 Conducted several thoughtexchanges with high school students.
7. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
8. 2019 Staff/Program spotlight at monthly school board meetings.
9. 2019 Developed a sportsmanship video in conjunction with the NSAA, NCA and Schuyler schools that aired statewide.
10. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc...
11. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
12. 2019 Hosted 4 outreach meetings to communicate the need for HS bond election
13. 2019 Canvassed the community to deliver HS bond election flyers.
14. 2019 Continue seeking business sponsorship for home Varsity FB games (4 years)
15. 2019 Revised all receipt and expenditure codes.
16. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
17. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
18. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
19. 2018 Expanded flat screen media players to promote school and community engagement.
20. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
21. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
22. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
23. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
24. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
25. 2017 SCS developed and implemented blackboard school App to improve parent communication.
26. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
27. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
28. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
29. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
30. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
31. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
32. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc...)

33. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
34. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc...
35. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
36. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
37. 2016 Board of Education adopts workforce housing incentive plan.
38. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
39. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
40. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
41. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
42. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
43. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
44. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
45. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
46. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
47. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
48. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
49. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
50. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
51. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
52. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
53. 2014 Expanded and updated websites to include Facebook and Twitter.
54. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
55. 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*

8.a If the "perfect" school opened across the street from your building, what would their staff say about their building climate, school culture, learning environment, class sizes, etc..?

8.b If the "perfect" school opened across the street from your building, what would their professional development program focus on to promote a balance in individual and district-wide staff training and program improvement?

8.c Describe the impact of successful staff development and positive school climate and its impact on achieving the desired behavior and professionalism at your building or level.

8.d If the "perfect" school opened across the street from your building, what would their students say about their school?

8.e Describe the educational programs used in effective schools at your level to promote cultural awareness and genuine interest in students.

8.f Describe expected behavior of students in effective schools at your level and your perspective on the impact of education vs. punishment in achieving the desired behavior.

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Target Areas:

28	**K-12**	**Expand staff training focused on cultural sensitivity, improved student behavior, reduced incidents of bullying, etc...**
2019	Action Plan	1. Implement Capturing Kids Hearts Program for K-12 students to promote social and emotional health.
2019	Action Plan	2. Provide professional development focused on managing student behavior and developing effective learning environments.
29	**K-12**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2019	Action Plan	1. Develop incentive program to promote ELL/Spanish language training and certification for classroom teachers and administrators.
2019	Action Plan	2. Develop a plan to promote school spirit, staff morale, monthly celebrations, etc... to promote an inclusive, fun learning and work environment.
2019	Action Plan	3. Research and develop an incentive program to promote post-secondary education options for support staff.
2019	Action Plan	4. Develop social contracts within each building to improve relationships between students/staff, staff and administration, parent involvement.
2019	Action Plan	5. Promote the use of personal affirmations, recognize outstanding employee quarter nominations, and nominate district winner at state level.
2019	Action Plan	6. Expand the use of Thoughtexchange to promote ongoing, consistent communication and opportunities for staff input.
2019	Action Plan	7. Work with staff to develop and implement meeting schedules in each building to improve internal and external communication.
30	**K-12**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
2019	Action Plan	1. Expand new staff orientation program and provide ongoing professional development and support.
2019	Action Plan	2. Research and develop opportunities for saff input on hiring practices within each building.
2019	Action Plan	3. Develop new teacher leadership program at the high school level and transition DLC as the high school leadership corp.
31	**K-12**	**Reduce Chronic Absenteeism, Tardies, etc...**
2019	Action Plan	1. Work with staff to develop and implement a plan in each building to reduce chronic absenteeism, tardies, etc...
2019	Action Plan	2. Hire an attendance coordinator (6-12) to work with teachers/students/families on improving student attendance.

Action Plans:

1. 2019 Expanded incentive plan to include an All-Staff Wellness Day, Technology Workshop Pay, and Family Literacy Stipend.
2. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
3. 2019 Provided APL training for all new teachers.
4. 2019 Provided APL leadership training for all administration.
5. 2019 Created new forms and information packets for recruitment and selection of new hires to the district.
6. 2019 Updated and/or created new forms for staff purchase orders and requisitions.
7. 2019 Hosted annual meeting with administration to review procedures for managing cash receipts in the activity fund.
8. 2019 SCHS: Established an attendance team to examine and report attendance data at our monthly staff meetings.
9. 2019 SCHS: Adopted and implemented procedures to identify a list of targeted students that need to be monitored for attendance.
10. 2019 SCHS: Conduct meetings with students to set attendance goals and review plans.
11. 2019 SCHS: Attendance team identified and developed recovery plans for chronically absent students.
12. 2019 SMS/SCHS: Provided professional development and training for our new attendance coordinator/interventionist.
13. 2019 SCHS: Established a school wide campaign "Every Minute Counts."
14. 2019 SCHS: Established a time-for-time tardy make up plan so students and families understand the importance of being on time.
15. 2019 SCHS: Adopted "Failure is not Final" program to promote successful course completion and academic achievement.
16. 2019 SCHS: Interviewed at-risk students to identify school barriers and develop plans to promote 4-year graduation.
17. 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.
18. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
19. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.

20. 2018 Restructured "Focus" time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
21. 2017 Principals involved in the selection of quarterly outstanding employees.
22. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
23. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
24. 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
25. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
26. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
27. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
28. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
29. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc...
30. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
31. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
32. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
33. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
34. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
35. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
36. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
37. 2015 Developed and implemented a district-wide "new" teacher orientation program.
38. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
39. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
40. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
41. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
42. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
43. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
44. 2014 Developed and implemented annual SCS teacher incentive program.
45. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.