



Schuyler Community Schools  
SEA December Meeting  
Friday, December 4, 2020 3:15 PM  
Schuyler Community Schools Board Room  
120 W. 20th Street  
Schuyler, NE 68661-2400

## I. Discussion Items

Prepared by: Sally Jakub, Secretary to the Board

## Appendix "C"

### 2020-21 Incentive Pay Program

Items listed below are considered outside of scope of regular teaching assignments and considered for additional compensation and/or payment under the Schuyler Community Schools Master Agreement provision for Incentive Pay. Items identified below are in mutual agreement between the board of education and the Schuyler Education Association.

#### **Teach College Credit Course under the guidelines outlined by the Institution granting college or dual credit for the class. \$100 per college credit hour**

- a. Master Degree Teacher.
- b. Approval of course curriculum with the college.
- c. Enroll students and teach college course.
- d. Assess student progress and submit grades to the high school and college.
- e. Stipends paid in July payroll following course completion.

#### **Teach Remote Course under the guidelines outlined by the building principal. \$150 per semester.**

- a. Assignment by the building principal
- b. Approval of course curriculum.
- c. Enroll students and teach remote (zoom) course.
- d. Assess student progress and submit grades.
- e. Stipends paid in July payroll following course completion.
- f. Payment will be suspended during school closure.

#### **Teach Language (Spanish/English) Course \$50 per person/ \$500 maximum**

- a. Course designed to promote progress toward employee bilingual certification.
- b. Submit required class schedule: minimum of 24 hours.
- c. Employee cost to enroll: \$10 per participant.
- d. Submit required class attendance and course evaluation.
- e. Stipends paid in January/July payroll following course completion.

#### **College tuition reimbursement for courses completed for additional endorsement or advanced degree without salary advancement.**

- a. College Course for additional endorsement or advanced degree in approved area.
- b. Course must be approved prior to enrollment.
- c. Reimbursement for actual tuition cost up to \$200 per credit hour.
- d. Incentive reimbursement *is upon proof of registration for the course or* upon successful completion of the course. *If paid in advance, transcripts must be provided to verify successful completion of the course or repayment is required.*
- e. If used for salary advancement, tuition incentive must be repaid prior to advancement.
- f. Limit of 30 credits per semester. (first come, first serve basis)

**Workshop Stipend:** (Optional) any staff member who conducts a workshop during a professional development day is entitled to a \$50 stipend per workshop. Limit \$100 per day.

**Wellness Day:** (Optional) any staff member and/or spouse choosing to participate in the “Wellness Day” program may do so by donating a day of PTO in exchange for a reduced membership to Anytime Fitness Center. Donation of one day will result the district picking up the monthly membership fee above \$10. *The program will cover September 2020 through August 2021 (12 months).*

**Family Literacy Grant Program:** (Optional) any teacher who volunteers to host a parent involved in the Family Literacy Grant Program is entitled to a \$250 stipend for each parent. Limit: 4 parents per year.

**SCHS School Improvement Grant (SIG) Incentive:**

**Math and Reading Improvement Incentives**

Math Performance	\$4,000
Reading Performance	\$4,000

**BILINGUAL CERTIFICATION: \$500 per year for 5 years.**

1. Participate in the State of Nebraska “Seal of Biliteracy Program”
2. Attain Proficiency on Form B of the AAPPL-ACTFL Assessment of Performance toward Proficiency in Languages Test.
3. Must recertify every 5 years.

**DISTRICT RESIDENCY POLICY FOR CERTIFIED STAFF**

It is the philosophy of the Schuyler Community Schools that all Schuyler Community Schools employees should live within the boundary of the Schuyler Community Schools district. Any Schuyler Community Schools certified staff member who moves into District #19-0123 (Schuyler Community Schools) after January 1, 2006 is eligible to receive a **\$1,000** bonus. The board reserves the right to inspect appropriate documentation to verify this action. The payment of said bonus will be made upon the board’s completion and acceptance of such inspection. (Appendix “A” of the Certified Staff Master Agreement)

**Workforce Housing Initiative Pilot Program (WHIPP)**

In addition, any Schuyler Community Schools certified staff member who qualifies for the residence program and elects to participate in WHIPP as a renter or owner shall be eligible for additional compensation as specified below:

**WHPP Home Renter:** \$1,000 per year for 5 years (Total \$5,000)

**WHPP Home Owner:** \$2,000 per year for 5 years or a total of \$10,000 lump sum payment

**Schuyler Education Association**

**Board of Education**

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Secretary

**2020-21 School Year**

<b>01</b>	<b>General Fund</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	SPED Expenditures	1,132,005.00	179,097.85	233,195.71											412,293.56	719,711.44	36.42%
	Non-SPED Expenditures	20,904,030.00	1,733,755.57	1,579,020.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,312,775.85	17,591,254.15	15.85%
	Total Expenditures	22,036,035.00	1,912,853.42	1,812,215.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,725,069.41	18,310,965.59	16.90%
	Total Receipts	22,036,065.00	4,232,590.23	816,726.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,049,316.58	16,986,748.42	22.91%
	Monthly Inter-Fund Loan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
	Cash Balance	2,286,133.14	4,605,869.95	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31	3,610,380.31			
<b>02</b>	<b>Depreciation Fund</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	850,000.00	35,343.61	26,646.34											61,989.95	788,010.05	7.29%
	Receipts	448,547.09	58.59	51.28											109.87	448,437.22	0.02%
	Loan to General Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Outstanding		
	Loan Repayment from GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	Cash Balance	401,452.91	366,167.89	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83	339,572.83			
<b>03</b>	<b>Employee Benefit</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	145,560.00	5,626.57	10,963.46											16,590.03	128,969.97	11.40%
	Receipts	145,560.00	32,538.02	5,874.02											38,412.04	107,147.96	26.39%
	Cash Balance	69,246.68	96,158.13	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69	91,068.69			
<b>09</b>	<b>QCPUF</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	4,840,000.00	0.00	0.00											0.00	4,840,000.00	0.00%
	Receipts	500,000.00	133,737.81	10,976.54											144,714.35	355,285.65	28.94%
	Cash Balance	4,282,038.80	4,415,776.61	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15	4,426,753.15			
<b>05</b>	<b>Activities</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	600,000.00	26,888.76	37,237.27											64,126.03	535,873.97	10.69%
	Receipts	600,000.00	25,594.34	20,071.91											45,666.25	554,333.75	7.61%
	Cash Balance	338,022.23	336,727.81	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45	319,562.45			
<b>06</b>	<b>School Lunch</b>	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	97,363.26	118,153.44											215,516.70	1,009,483.30	17.59%
	Receipts	1,225,000.00	65,670.98	158,965.84											224,636.82	1,000,363.18	18.34%
	Cash Balance	341,098.92	309,406.64	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04	350,219.04			
<b>07</b>	<b>Bond</b>	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	160,085.94	0.00											160,085.94	1,514,914.06	9.56%
	Receipts	1,107,814.00	265,963.04	20,460.33											286,423.37	821,390.63	25.85%
	Cash Balance	444,108.37	549,985.47	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80	570,445.80			
<b>08</b>	<b>Special Building</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	3,500,000.00	693,929.21	667,118.78											1,361,047.99	2,138,952.01	38.89%
	Receipts	150,000.00	374.96	199.64											574.60	149,425.40	0.38%
	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	2,058,408.16	1,364,853.91	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77	697,934.77			
<b>12</b>	<b>Student Fees</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	90,000.00	0.00	0.00											0.00	90,000.00	0.00%
	Receipts	30,000.00	3,520.00	1,606.00											5,126.00	24,874.00	17.09%
	Cash Balance	94,122.64	97,642.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64	99,248.64			
<b>10</b>	<b>Cooperative Fund</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Expenditures	150,000.00	4,641.20	4,641.20											9,282.40	140,717.60	6.19%
	Receipts	100,000.00	0.00	4,587.43											4,587.43	95,412.57	4.59%
	Cash Balance	6,630.27	1,989.07	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30	1,935.30			
	<b>Cash Balance</b>	Budgeted/Beginning	September	October	November	December	January	February	March	April	May	June	July	August	Year to Date	Balance	% Spent/Rec
	Cash Balance	10,321,262.12	12,144,578.12	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98	10,507,120.98			

**2020-21 Support Staff Salary Schedule**

STEP	Hourly Rate	% Increase	\$ Increase
1	\$9.00	0.00%	\$0.00
2	\$9.36	4.00%	\$0.36
3	\$9.73	3.95%	\$0.37
4	\$10.11	3.90%	\$0.38
5	\$10.50	3.85%	\$0.39
6	\$10.90	3.80%	\$0.40
7	\$11.31	3.75%	\$0.41
8	\$11.72	3.70%	\$0.42
9	\$12.15	3.65%	\$0.43
10	\$12.59	3.60%	\$0.44
11	\$13.04	3.55%	\$0.45
12	\$13.49	3.50%	\$0.46
13	\$13.96	3.45%	\$0.47
14	\$14.43	3.40%	\$0.47
15	\$14.92	3.35%	\$0.48
16	\$15.41	3.30%	\$0.49
17	\$15.91	3.25%	\$0.50
18	\$16.42	3.20%	\$0.51
19	\$16.94	3.15%	\$0.52
20	\$17.46	3.10%	\$0.53
21	\$17.99	3.05%	\$0.53
22	\$18.53	3.00%	\$0.54
23	\$19.08	2.95%	\$0.55
24	\$19.63	2.90%	\$0.55
25	\$20.19	2.85%	\$0.56
26	\$20.76	2.80%	\$0.57
27	\$21.33	2.75%	\$0.57
28	\$21.90	2.70%	\$0.58
29	\$22.49	2.65%	\$0.58
30	\$23.07	2.60%	\$0.58
31	\$23.66	2.55%	\$0.59
32	\$24.25	2.50%	\$0.59
33	\$24.84	2.45%	\$0.59
34	\$25.44	2.40%	\$0.60
35	\$26.04	2.35%	\$0.60
36	\$26.64	2.30%	\$0.60
37	\$27.24	2.25%	\$0.60
38	\$27.84	2.20%	\$0.60
39	\$28.43	2.15%	\$0.60
40	\$29.03	2.10%	\$0.60

**Position Start and Maximum Wages and Benefits**

Position	Beginning Step	Maximum Step
Para Educator	1	20
Food Service	5	25
Custodial-Housekeeper	5	25
Technology Assistant	5	25
Administrative Assistant	5	25
After School Coordinator	10	25
Technology Manager	10	30
Custodial-Maintenance	10	30
Grounds-Maintenance	15	30
District Activity Fund Manager	15	30
School Nurse (RN)	20	35
Technology Specialist	20	35
Maintenance Engineer	20	35
<b>Special Considerations: Beyond Maximum Step</b>		
SPED High Needs Para Educator	5	Steps
College Degree	3	Steps
Teaching Certificate	2	Steps
Newcomer Program Para Educator	2	Steps
Bilingual/Translator Certificate	2	Steps
Technology Certificate/License	2	Steps
Building Maintenance Head	2	Steps
Grounds Maintenance Head	2	Steps
Food Service Building Head	2	Steps
SPED Certification (Braille, etc...)	1	Step
Serv Safe Certification	1	Step
Chemical Certification	1	Step
HVAC Certification	1	Step
School Bus License	1	Step
Electrical License	1	Step
Plumbing License	1	Step
<b>Benefits Schedule (Minimum 30 hours per week)</b>		
Para-Educators	Single Health/Dental (3,500 Deductible)	
9-11 Month Support Staff (non paras)	Single Health/Dental (1,200 Deductible)	
12 Month Support Staff and Nurses	Family Health/Dental (1,200 Deductible)	
PTO/Sick Leave	1 Day per month, Cumulative sick to 50	
Vacation/Holiday Pay	1 Day per month and Holiday Pay	
<b>Van &amp; Bus Drivers, Part-Time and Substitute Positions</b>		
Students -Custodial, para-educators, interpreters	\$9.00	
Sports/Activities Support - Beyond Required Assignment	\$10.00	
Summer: Food Service, Para Educators, Custodial	\$12.00	
After School Para Educators	\$12.50	
Activity Bus Drivers	\$15.00	
City Route - School to School & Rural School Bus	\$16.00	
Substitute Support Staff	\$11.00	
Substitute Teacher (144 Per Day)	\$18.00	
Substitute Nurse	\$20.00	

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

# Schuyler Community Schools | 2021-2022 CALENDAR

**2-6** All staff flex half-day  
**5** 1st year  
**6** New Staff  
**9** All Cert. Staff - PD  
**10** All Dist. Staff - PD  
 K-12 Open House  
 (1pm to 8pm)  
**11** K-12 Students Full Day  
**14** Student Days  
**17** Teacher Days

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

**3** Start of 3<sup>rd</sup> Quarter  
**17** MLK day - PD - No School for Students  
  
**19** Student Days  
**20** Teacher Days

JANUARY 2022						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**6** Labor Day  
 No School  
  
**21** Student Days  
**21** Teacher Days

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

**18** Winter Break - No school  
 for students and staff  
  
**19** Student Days  
**19** Teacher Days

FEBRUARY 2022						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

**8** End of 1<sup>st</sup> Quarter - 1:30  
 Dismissal  
**12** SCHS student Tech Fair -  
 Half-Day K-8/PT Conf.  
**13** Parent/Teacher Conf.  
**14-1** Fall Break No School  
  
**19** Student Days  
**20.5** Teacher Days

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

**4** End of 3<sup>rd</sup> Q - 1:30 dismiss  
**8** PT Conference  
  
**9 - 11** No School - Break  
  
**19** Student Days  
**20.5** Teacher Days

MARCH 2022						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**24** No School  
**25** No School -  
 Thanksgiving Day  
**26** No School  
  
**18** Student Days  
**18** Teacher Days

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

**15** No School - Easter  
**18** No School - Easter  
**21** FA Invite - K-8 regular  
 day, no school SCHS  
  
**20** Student Days  
**20** Teacher Days

APRIL 2022						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**17** End of 2<sup>nd</sup> Quarter - 1:30  
 dismissal  
**20 - Jan** No School  
  
**14** student days  
**14** Teacher day

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

**6** Last Day for Seniors  
**15** Graduation  
**18** End of 4<sup>th</sup> Quarter  
 Last Day with Students  
 early dismissal  
**19** Staff Day  
**20** Curriculum Dev. Day  
  
**13** Student Days  
**15** Teacher Days

MAY 2022						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

