



# LIONS ROAR

USD 405 STAFF NEWSLETTER

FEBRUARY 19, 2010

## News from the Superintendent . . .

I informed you that I would do my best to keep you informed of the budget issues that relate to our district. USD 405 has implemented numerous items in an attempt to assist in getting us through this budget year. The 2010-11 budget year appears to be a challenge in many regards. If the base state aid per pupil is cut by \$286 next year, it would equate to a loss of \$399,000. The following year, 2011-12, may be the worst budget year before the light is seen at the end of the tunnel since the federal stimulus dollars will not be available. We must be poised to take advantage of every opportunity in preparation for these cuts.

The district administrators' goal is to take advantage of all retirements and/or resignations that occur. We have had four certified instructors and two classified staff members announce their retirements this year. It is our goal, but not necessarily reality, that no USD 405 employees be released this year. We have a plan that would allow us to absorb these important staff members with existing staff. Will some class sizes be larger? Will extra-curricular and co-curricular activities be affected? Will some classes have fewer sections? Will some programs have fewer personnel? The answer to these questions is most likely, yes.

Unfortunately, it is impossible to make a \$400,000 cut without causing repercussions. I am doing my best to spread the budget cuts equally throughout the district so that no specific group or sub-group of students is hurt more than another group. My goal is to have our district positioned for prosperity at the first sign of budget optimism. I hope that you will concur with that goal.

## Legislative Forum

I attended a Legislative Forum on Saturday morning in Lyons. Representative Bob Bethell was present. I have heard estimates of 40 people

present at the meeting. I was thrilled to see numerous educators and some friendly non-educators present. You would be proud of the questions and comments that were presented to Rep. Bethell from your peers. I believe that he is very aware of our concerns. Thank you to the individuals who were in attendance.

### Contact Our Representatives:

Jay Emler, R-Lindsborg

[Jay.Emler@senate.ks.gov](mailto:Jay.Emler@senate.ks.gov)

Bob Bethell, R-Alden

[bob.bethell@house.ks.gov](mailto:bob.bethell@house.ks.gov)

## Legislative Post Audit, Consolidation

The Kansas Legislature ordered a post audit to study school consolidation. The report was released last week and included interesting information. There were two scenarios studied as potential consolidation plans.

Scenario 1 used the 1960's criteria for consolidation in which a district must have fewer than 400 students and have less than 200 sq. miles in their district territory to be eligible. No districts in Rice County were included in

that consolidation scenario. Scenario 2 required any district with less than 1600 students be included with at least one other district. New Unified School District 2072 would be formed with the following districts, Lyons, Chase, Little River, Sterling and Nickerson.

It was estimated the potential cost savings for Scenario 1 was \$18 million, and would result from closing 50 schools and having 230 fewer teachers and administrators.

The potential for cost savings under Scenario 2 was \$138 million and would result from closing 304 schools and having 1,532 fewer teachers and administrators. The general consensus is that the legislature does not wish to get into the consolidation business. In fact, many groups are using this post audit to demonstrate that schools in Kansas are pretty efficient based upon the cost savings demonstrated in these plans.

## BUSINESS OFFICE NEWS...

### March Board of Education Meeting



The March Board of Education meeting will be held at the Frisbie Education Center (FEC) on Monday, March 8, 2010. The meeting will begin at 5:30 p.m.

The Board of Education highlights from the February 8, 2010 meeting are posted in the buildings and are on the district website ([www.usd405.com](http://www.usd405.com)) under Board of Education Minutes.

### Lippelmann Outstanding Teacher Award



Has a teacher touched your life? Do you know a teacher who has been a great influence on students? Anyone may nominate a teacher for the Ray and Evelyn Lippelmann Outstanding Teacher Award. This is a financial award that is presented annually to a USD 405-Lyons teacher who has demonstrated excellence in the teaching profession.

Previous winners are: 2001-Ken Troyer, 2002-Sharon Quinn, 2003-Erma Moses, 2004-Tina Ludwig, 2005-Carol Kruse, 2006-Christi Reid and Nancy Reed, 2007-Debbie Dumler, 2008-Craig Allison, and 2009-Julie Tommer. Winners from 2005-2009 are not eligible for the award this year.

Please send your **signed** nomination letter to Linda Brunk at the Frisbie Education Center, 800 South Workman or [lbrunk@usd405.com](mailto:lbrunk@usd405.com) no later than **Tuesday, March 9**. Nominees will be evaluated by Wichita State University staff.

### March 19 Payroll



Since payday falls on Friday during Spring Break, all payroll **checks** and out-of-district direct deposit stubs will be mailed on Thursday, March 18.

Direct deposit stubs for Park, Central, LMS, LHS, Frisbie Education Center (FEC) and the RCLC will be available at your home school on Monday, March 22.

### Certificates

KSA 72-1390 states that teachers who don't have a current certificate on file cannot be paid. It is your responsibility to keep this current. Contact Linda Brunk ([lbrunk@usd405.com](mailto:lbrunk@usd405.com)) or Tara Logan ([tlogan@usd405.com](mailto:tlogan@usd405.com)) at the Frisbie Education Center (FEC) if you have questions.

### Presidents' Day Holiday (Feb. 15)

Presidents' Day is designated as a holiday for 12-month "full-time" classified employees. Please note contracted hours on your timesheet.

### 2010 KPERs Pre-Retirement Seminars

Are you within five years of retirement? Are you prepared for retirement? At the upcoming pre-retirement seminars presented by KPERs, you will learn about choosing a retirement date, your benefit amount, steps in the process, payment options, taxes and working after you retire.

Seminars are FREE and begin at 6:30 p.m.

<b>March 23</b>	<b>Great Bend</b>
<b>March 23</b>	<b>Salina</b>
<b>March 30</b>	<b>Newton</b>
<b>March 31</b>	<b>McPherson</b>
<b>April 1</b>	<b>Hutchinson</b>

Pre-registration is required (email: [kpers@kpers.org](mailto:kpers@kpers.org)). More details are available at [www.kpers.org/preretirementseminars.htm](http://www.kpers.org/preretirementseminars.htm).

Please note: these seminars are group presentations. Individual counseling is not available.

### Timesheets are Your Responsibility

Thank you for your help!! Please complete, double check, sign your timesheet and turn them in to your supervisor before you leave from work on the 26th and 10th of each month. Your payroll check cannot be processed and issued if we do not have your timesheets by our deadline.

## BUSINESS OFFICE NEWS (cont.)...

### Direct Deposit Your Payroll Check



USD 405 encourages all employees to take advantage of direct deposit for payroll checks. Your signed authorization allows the school to deposit your net pay directly into your bank account on payday. It is truly a benefit to you and there is no cost. You enjoy the convenience of not having to make a special trip to the bank. There is also no more chance of lost or stolen paychecks...or delay by mail delivery. Your pay can be deposited anywhere you bank, not just in our local community. Instead of a paycheck, you will receive a direct deposit slip advising you of the breakdown of your pay, just as a paycheck stub would do.

If you are not currently on direct deposit, a form has been included with this month's paycheck. Please consider this option!

### Fuel Tickets



If you fuel a school vehicle, **please turn in gas tickets** to the FEC immediately. Be sure to write the activity you attended on your receipt. Tickets must be matched to the billing statement prior to payment.

### Retirement Notification

The eligibility requirements and benefits of the USD 405 Early Retirement program are found in the employee handbooks on the website ([www.usd405.com](http://www.usd405.com)) under Human Resources-Forms. Look on pages 10-12 of the Classified Handbook and pages 26-30 of the Negotiated Agreement for the retirement information. The handbooks also indicate the information that must be included in the written notice of intent to retire.

**Classified** staff members, who qualify for full KPERS retirement and USD 405 Early Retirement benefits, must send a written notice to the superintendent of schools on or before **March 15**. **Certified** staff members will receive the best temporary leave buy out benefits if they send written notice on or before **March 15**. Applicable USD 405 Early Retirement benefits will be paid for a period not to exceed five (5) years or to the month in which the employee attains Medicare eligibility, whichever date occurs first.

Information letters were sent to eligible employees prior to Christmas break. If you think you are eligible but did not receive a letter, please call or email Linda Brunk (257-5196, Ext. 125; [lbrunk@usd405.com](mailto:lbrunk@usd405.com)) or Jessica Goforth (257-5196, Ext. 153; [jgoforth@usd405.com](mailto:jgoforth@usd405.com)) at the Frisbie Education Center (FEC).

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.....Frisbie Education Center (FEC) Staff.....

620-257-5196 Phone

620-257-5197 Fax

**Mr. Gary L. Sechrist**

Superintendent (Ext. 124)

**Mr. Mitch Neuenschwander**

RCSSC Director (Ext. 159)

**Susie Turner**

MIS Data Clerk (Ext. 167)

**Linda Brunk**

Business Manager/Clerk (Ext. 125)

**Marsha Huggans**

Treasurer/Payroll Clerk (Ext. 123)

**Jessica Goforth**

Accounts Payable (Ext. 153)

**Tara Logan**

Superintendent's Secretary (Ext. 120)

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## RCSSC NEWS ...

from Mitch Neuenschwander, Director

### Certified Orientation and Mobility Specialist Program

Texas Tech University (TTU)- Lubbock, TX

Beginning in Spring 2010, the State Personnel Development Grant awarded to Kansas School for the Blind (KSSB) will pay for the tuition, student fees, required text books, summer housing at TTU, and travel up to \$1500. The program has not waived tuition for courses taken at other institutions. Funding for tuition, instructors, travel, materials, and course development is jointly shared by KSSB and TTU. For additional information, contact Mitch Neuenschwander at the Frisbie Education Center (257-5196, Ext. 159).

### Teachers of Students with Visual Impairments Endorsement (Master's Degree)

University of Nebraska - Lincoln

Beginning in Fall 2010, the State Personnel Development Grant awarded to Kansas State School for the Blind (KSSB) will pay for tuition, student fees (technology, registration, library, and distance education fees) for all core courses, as well as, required text books. The program has not waived tuition for electives and/or other courses taken at other institutions, or travel or housing incurred for course work or student teaching. Funding for tuition, instructors, travel, materials, course development, is jointly shared by KSSB, the Nebraska Center for the Education who are Blind or Visually Impaired, Nebraska Department of Education, and the University of Nebraska- Lincoln. For additional information, contact Mitch Neuenschwander at the Frisbie Education Center (257-5196, Ext. 159).

## TRANSPORTATION NEWS...

### Get Rid of Tailgaters!

Article by Road Trip America

from Greg Konda, Transportation Director



Most driving instructors will tell you not to tailgate other vehicles for several reasons. Following too closely is a factor in about 40% of collisions (in my state of Arizona), and they are not always minor

in terms of injuries and fatalities. Following too closely often restricts your vision, making it likely your reaction time will be slower if something happens ahead. What is following too closely? If you are so close that you cannot stop without hitting something, that's too close! Many states define it just this way. Remember to use the two-second-plus rule to keep a good following distance.

What about when YOU are being tailgated? This is a dangerous situation for you as well. It is important to get the guy behind you "off your back." Here are some things to keep in mind.

First, when someone is tailgating you, add their following distance to yours. Simply put, follow the vehicle ahead of you no closer than 4 seconds (2+2=4) so that if you have to react, you've got the extra time and space to slow or stop without the tailgater hitting you. You've got to add his reaction time to yours, because you need the extra space.

Second, the best thing to do is get the tailgater safely around you. Do this by slowing slightly below the normal flow of traffic speed. This allows him more room to pass, and your slower speed makes it easier for him to do so. This is what you WANT. Think about the frame of mind of someone that is tailgating you. If not at first, very soon the tailgater gets impatient, frustrated, and maybe angry. Do you want him behind you, where you have no control over his actions? Tailgaters typically exercise poor judgment and endanger you and others trying to pass when it is not safe. If they still cannot pass after you've slowed a bit, then change lanes or pull off to the side and let them go by. For all of my testosterone-laden brothers out there, just let it go. Your lives are worth more than your egos.

Finally, here's what NOT to do. Don't hit the brakes suddenly, and do not tap your brake lights to warn the other driver to back off. Slamming on the brakes to get rid of a tailgater is against the law almost everywhere, not to mention that some folks get shot for doing it. You'd be irritating a person who is already angry, which is not too smart. Why make the other guy's problem your problem? Tapping your brake lights to get an impatient driver to back off is also not a good tactic. While not illegal (but check -- there may be exceptions), when you tap your brake lights without actually braking, you are crying "wolf." You are training the other driver not to take your brake lights seriously. Let's say you can't get the guy off your tail and he follows you for several blocks. If something requiring immediate response happens and you actually DO hit the brakes, the tailgater's reaction time may be longer because he is thinking you are just "tapping" your brake lights again -- and by tailgating he is already too close for comfort. May your roads be smooth!

# KASB WORKERS' COMP. NEWS...

## Carpal Tunnel Syndrome

Article by Harvard Medical School

As I type these words, signals travel from my brain to the nerves in my spinal cord, down nerve roots that supply the arms and then into smaller and smaller nerves that tell the small muscles in the wrist and fingers to flex. Muscles contract, others relax and tendons tug at the ends of my fingers, which tap on the keys — not too hard, not too soft, just enough to depress the key without injuring myself or the keyboard. It is a complex process that occurs in less than a second, and for many people this type of activity is repeated thousands of times each day. Perhaps the most amazing thing is that for the vast majority of movements like these nothing goes wrong. But sometimes things do go wrong. A host of problems thought to be caused by repetitive motions have been reported. Carpal Tunnel Syndrome is among the most common of these.

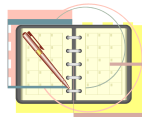
Carpal Tunnel Syndrome is a compressive neuropathy in the wrist; that is, a nerve within the wrist is compressed as it travels through a narrow stretch of bone, cartilage and tendons called the carpal tunnel. The nerve involved is the median nerve, which provides sensation to the thumb, index finger, middle finger and half the fourth finger and supplies muscles that allow the thumb to forcefully pinch.

Contrary to popular belief, pain is not the most prominent feature of carpal tunnel syndrome; instead, numbness, tingling and/or weakness within the hand, wrist or forearm are the most typical features. Because everyone has a median nerve traveling through a rather narrow carpal tunnel, the

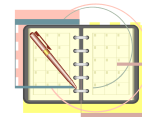
reason why some people develop this problem and others do not is not always clear. Risk factors include inflammation in the wrist (as in rheumatoid arthritis or related conditions), pregnancy, certain repetitive motions or injuries, thyroid disease and diabetes. A significant number of people have Carpal Tunnel Syndrome for no clear reason.

There are some simple interventions that may prevent problems, including worsening of pre-existing Carpal Tunnel Syndrome:

- Take note of your position. Be sure that your forearm, wrist and hand are relaxed, comfortable and relatively level with one another when using your computer. Adjustments to your chair and computer components may be necessary.
- Take a break. Relax and frequently stretch your fingers and wrists over the course of the day.
- Take advantage of resources at work. Many work sites offer "ergonomic assessments" in which the interaction between the employee and the work environment is evaluated as a whole; even minor adjustments may reduce your risk of a work-related problem.
- Take care of yourself. If you have persistent symptoms, especially if they seem related to work, see your health care provider. A specific diagnosis may direct your treatment and hasten recovery.



### Dates to Remember



#### **February 24**

PDC Meeting, 3:45 p.m. @ FEC

#### **February 25**

PK-5 Parent-Teacher Conf. 7:30 a.m.-7:30 p.m.

#### **February 26**

PK-5 Parent-Teacher Conf. 8:00 a.m.-11:00 a.m.

#### **February 26-27**

State Wrestling

#### **March 5**

RCSSC Meeting, 12:30 p.m. @ FEC

#### **March 8**

Board of Education Meeting, 5:30 p.m. @ FEC

#### **March 10-13**

State Basketball

#### **March 11**

End of 3<sup>rd</sup> Nine Weeks

#### **March 12-19**

Spring Break (No School)

#### **March 14**

Daylight Savings Time Ends