



# LIONS ROAR

USD 405 STAFF NEWSLETTER

JANUARY 20, 2010

## News from the Superintendent . . .

As promised, I will do my best to keep you apprised of the budget crisis and how it affects USD 405. The cuts imposed upon state school districts in November could have reduced our budget by \$287,000. Fortunately, our increased enrollment allowed this budget cut to be reduced to \$153,000. I believe the ideas that have been implemented from that point will allow us to weather this budget shortfall. We anxiously await the Kansas State Department of Education audit. We will then be able to confirm our budget projections. Hopefully, our statistics will hold true and no other cuts will need to be implemented this fiscal year.

The governor has proposed a one-cent sales tax in response to the deficit. It is fortunate that our governor believes that education and social services have been cut enough. I do not believe that he has legislative support at this time. If no revenue is produced through sales tax, income tax, ad valorem, tax exemptions or other methods, the base state aid per pupil (BSAPP) will be reduced by \$286. This would be a cut of \$399,000 for USD 405 during the 2010-2011 school year. A subtraction of \$286 off of the BSAPP would put Kansas school districts at 1998-1999 funding levels.

The budget is a complicated process. The budget is built from numerous factors and is not as simple as full-time equivalency (FTE) enrollment. There are numerous weighted factors based upon sub-groups that are enrolled in our schools. Here are some of the items that add budget authority: 1) student enrollment, 2) 4 yr. old at-risk, 3) low enrollment/high enrollment weighting, 4) bilingual education, 5) vocational education, 6) at-risk students (free lunch), 7) non-proficient students from state assessments, 8) transportation, 9) virtual enrollment, 10) special education and, 11) declining enrollment. Like all districts, USD 405 benefits from some of these items and does not receive benefits from others. The budget was built

using 750 students as the estimated FTE for the 2009-2010 school year. That would have been an increase of several dozen students. To our great amazement, our actual enrollment appears to be 800 (subject to KSDE final audit). The weights attributed to our student enrollment computed to 1,616 students from which the BSAPP is calculated. The budget was constructed in July, 2009 using \$4,218 as the Base State Aid per Pupil. In November, it was cut to \$4,012. Next year's BSAPP will be \$3,726 unless a revenue source is identified.

USD 405 received money from the American Recovery and Reinvestment Act (ARRA) this year to assist with the lost budget authority. Without this assistance, this year's budget would be even more woeful. State school districts receive reimbursement from Kansas for certified and classified special education employees. This is called categorical aid. Categorical aid has been reduced dramatically the last

several years. USD 405 also receives Title monies for Park and Central Schools as they are considered Title School-Wide programs. A high percentage of this allotment is used to pay salaries for instructors in these two buildings.

As you are aware, the building principals have been assigned the unenviable task of identifying cuts up to \$75,000 in their buildings. Each of them has reviewed their plans with me. I wish I could inform you that we can make \$400,000 in cuts without affecting personnel. Personnel accounts for a majority of our budget and discretionary spending has been slashed the last several years. I assure you I do not accept this responsibility without concern for the well-being of our students and staff. Past leadership and the assistance of wonderful teachers, paraeducators, custodians, food service and clerical employees have built this district into one of the most efficient districts in terms of spending and student learning in the state.

### 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)

## BUSINESS OFFICE NEWS...

### February Board of Education Meeting



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

The Board of Education highlights from the January 11, 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.

### Tax Information

Your W-2 will be distributed soon. If you have not received your W-2 by January 29, please call Marsha at the Frisbie Education Center (257-5196, Ext. 123)

### Early Resignation Notice Incentive



Page 26 of the Negotiated Agreement states the board will pay an early resignation bonus to teachers who submit their letters effective at the end of the current contract year and are not applying for a KPERS Retirement or Disability benefit.

Notice by: January 15-\$600 and February 15-\$300.

### Presidents' Day Holiday (February 15)

Presidents' Day is designated as a holiday for 12-month "full-time" classified employees. Please note the holiday on your timesheet. Page 12 of the 2009-2010 Classified Handbook states: "All holidays shall be observed on the date designated by state or federal law."

### State Mileage Reimbursement Change

As stated in the Negotiated Agreement on page 23, "Employees shall be reimbursed for use of personal vehicles for approved mileage at the rate established for State of Kansas employees by the Kansas Department of Administration." We have received notification, beginning January 1, 2010, that the State mileage reimbursement amount has been lowered from \$.55 to **\$.50**.

## ESSDACK Retirement Planning Workshop

If you are a Kansas Public Employees Retirement System (KPERS) member, and are 50+ years of age OR within 5 years of retirement, please plan to attend the Retirement Planning Workshop session presented by retirement specialist and former educator, Rob Lane, with Ameritime. Please feel free to bring your spouse.

**When: Wednesday, January 27**

**Where: ESSDACK, 1500 E. 11<sup>th</sup>, Hutchinson**

**Time: 6:15-6:30 p.m. Pizza and Pop**

**6:30-7:30 p.m. Retirement Workshop**

**RSVP: Pam Misunas, (877)563-9566/(620)663-9566/**

**email: [pamm@essdack.org](mailto:pamm@essdack.org)**

Items that will be addressed include:

- 1) House Bill 2072, is working beyond KPERS right for me?
- 2) With 42 KPERS options which ONE is right for me?
- 3) What does my retirement picture look like including KPERS, Social Security, and my investments? and
- 4) Am I eligible to purchase additional pension years; are the tax changes favorable for me if I choose to do so?

## 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 a 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.

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

### Teacher Loan Deferment / Cancellation

Source: Kansas State Department of Education (KSDE) Website

If you are a teacher serving in a low-income or subject-matter shortage area, it may be possible for you to cancel or defer your student loans. Recipients of the Paul Douglas Teacher Scholarship may reduce the years of service they must perform by teaching in a shortage area. If you have a loan from the Federal Perkins Loan Program, you may be eligible for loan cancellation for full-time teaching in certain categories.

#### Qualifying for Cancellation of a Perkins Loan:

##### Teaching in a Low-Income Area

In order for a Kansas school to qualify for the loan cancellation program, the building's (not district's) total enrollment which is eligible for free/reduced price meals must be greater than 30%. If a school building is not listed (which all USD 405 buildings are listed) the percentage of low-income students is less than 30% and, therefore, would not be eligible for this program.

Once a building is identified as a Low Income School, you may go to this link (<http://studentaid.ed.gov/PORTALSWebApp/students/english/cancelperk.jsp?tab=repaying>) to perform another search using the building name. This will verify that the school was accepted at the federal level and you may seek loan cancellation or deferment. A check list (<http://www.ksde.org/Default.aspx?tabid=1919>) is provided to get started on what steps to take to begin the process.

#### Qualifying for Deferment of a federal loan:

##### Teaching in a Subject-Matter Shortage Area

For the 2009-2010 school year, the following subjects are designated as teacher shortage areas in Kansas: Special Education, Severe Multiple Disabilities, Audiology, Speech Language, Occupational Therapy, Visually Impaired, Infant/Toddler, and Interrelated Program.

If you are teaching in the above subject, and want to see if you would qualify for loan deferment, a checklist can be found at (<http://www.ksde.org/Default.aspx?tabid=1920>) to explain who is eligible and what steps to take to begin the process.

If you have a loan or multiple loans from the Federal Direct Loan Program or the Federal Family

Education Loan Program (FFEL), you may be eligible for deferment if you are teaching full-time in a teacher-shortage (subject) area. These loans include Federal Stafford Loans, Federal PLUS loans, Federal Consolidation Loans, and loans offered in earlier years through the Guaranteed Student Loan Program.

If you have questions, you may call the Federal Student Aid Hotline at 1-800-4FED-AID for questions on Federal Stafford/SLS borrowers (including teacher shortage area deferment).

Douglas Scholars should contact the state agency that awarded the scholarship.

Call 785-296-3871 to reach the Kansas State Department of Education in Topeka. Ask to speak to someone for general questions about teacher loan cancellation or deferment.

### KPERS Retirement Letters

Letters have been sent to employees who are eligible to receive full KPERS benefits at the end of the current school year. If you feel you qualify for KPERS retirement and have not received a letter, please contact Linda (Ext 125) or Jessica (Ext 153) at the Frisbie Education Center (257-5196).

You qualify for full KPERS retirement benefits if:

- you have 85 points (your age plus years of KPERS service), or
- you are 62 years old with at least 10 years of KPERS service, or
- you are 65 years old with at least 1 quarter of service.

You qualify for USD 405 retirement benefits if:

- you are currently an employee of USD 405 and
- you are eligible for full KPERS retirement benefits and
- you are a classified employee and have a minimum of 15 years of employment with USD #405 or;
- you are a certified employee and have a minimum of 12 years of employment with USD #405.

### 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.

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

### Inclement Weather

In the event of severe weather conditions, the following television and radio stations will be contacted:

KWCH Channel 12KSAL-1150 AM  
KSNC Channel 03 KHUT-FM 102.9  
KAKE Channel 10 KHYM-FM 93.1  
KFDI-1070 AM 101.3 FM  
KSKU/KGGG-106.1 FM/97.1 FM

School closing or delayed start decisions will be made as soon as all pertinent facts have been evaluated. The notice will be issued prior to 7:00 a.m. each morning. If possible, a decision will be reached the preceding night. You will be contacted by using School Reach, the one-call phone system. **Please contact the Frisbie Education Center (FEC) if your phone number has changed.**

### Simplify—Have Your Payroll Check Deposited Automatically For You



Would you like the satisfaction of not having to worry about your paycheck getting lost in the mail or to the bank? We can help! Direct deposit forms are available at the Frisbie Education Center (FEC). You may also contact Marsha Huggans by phone at 257-5196, Ext. 123 or email her at [mhuggans@usd405.com](mailto:mhuggans@usd405.com).

### Tax Sheltered Annuity (TSA) Changes Reminder

Do you want to make changes to your TSA? You must contact your agent and complete the required paperwork so that it can be sent to Bay Bridge Administrators. The change must be reflected on our bill before the correction can be made on your paycheck.

**Equitable**-Jeff Bachelder 316-267-4464

**Primerica Financial Services**-Arlene Rolfs 824-6237

**Security Benefit Life**-John Webb 888-756-6670;

**Waddell and Reed**-Mary Ann Altvater 620-257-2292

### Workers' Compensation

The workers' compensation insurance for USD #405 and Rice County Special Services Cooperative employees is carried by KASB Workers Compensation Fund, Inc.

USD #405 has identified the following medical providers for the "initial" treatment of job related injuries incurred under the workers' compensation coverage:

Lyons Medical Center

Hutchinson Clinic

The Medical Center (Hutchinson)

Sterling Medical Clinic

Any one of these clinics may be used for the primary treatment of a workers' compensation covered injury.

Further medical referrals may be authorized by any doctor if additional medical attention is necessary.

If an employee seeks initial treatment from a doctor or chiropractor not authorized by the employer, the employer or its insurance carrier is only liable up to \$500.

If an employee is injured while on the job or performing job related duties, even if he/she does not see a medical provider, please follow the steps listed below.

1. Call or email to report the injury **immediately** to Jessica Goforth ([jgoforth@usd405.com](mailto:jgoforth@usd405.com) or 257-5196 ext. 153).
2. The injured employee must complete the "Report by Injured Employee" form and submit it to the Frisbie Education Center (FEC) within ten days. Provide a detailed report of the accident/injury. The form is available in your building office.
3. The "Report by Eyewitness" form must be completed if there is a witness to the accident/injury.
4. The "Supervisor's Accident Investigation Report" must be completed and forwarded to the FEC as soon as the accident is reported by the injured employee. Bills incurred for treatment of the employee should be sent to the Frisbie Education Center to be forwarded to KASB Workers Compensation Fund, Inc.

If the accident/injury requires additional medical treatment, please keep the FEC informed. Some of the treatment may require pre-authorization by the workers' compensation carrier.

If you have any questions, please call Jessica Goforth (257-5196 Ext. 153) or Linda Brunk (257-5196 Ext 125) at the FEC.

••••• Frisbie Education Center (FEC) Staff •••••

620-257-5196

**Mr. Gary L. Sechrist**

Superintendent (Ext. 124)

**Mr. Mitch Neuenschwander**

RCSSC Director (Ext. 159)

**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)

**Susie Turner**

MIS Data Clerk (Ext. 167)

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## TRANSPORTATION NEWS...

### Don't Speed!

from Greg Konda, Transportation Director

Article by Road Trip America



**Driving at a higher than reasonable speed** increases your risk in two ways: it cuts your reaction time and results in more "stored" energy (that must be dissipated in any collision). You should consider if the risks are worth the gain.

**This is the science of math and physics**—you cannot bend these rules. Each incremental increase in speed reduces your ability to react in time to hazards, because you may be covering distance in less time than it takes to react. Normal reaction time is between .75 second and 1.5 seconds, on average. Average reaction time distance at 50 mph would be approximately 83 feet. At 70 mph, it is over 115 feet (over 7 modern car lengths). These numbers do not include braking distance, just reaction time. The average difference in reaction-time distance from 50 mph to 70 mph is about 32 feet. If you were relying solely on braking, any hazard you encounter within the reaction distance is already a problem; you can't react quickly enough to miss it. This is particularly important at night, when darkness restricts your visibility. Do you know at what distance your headlights will illuminate a hazard? How is your night vision these days? When headlights finally light up a road hazard, it is often too late to avoid it. Many experts would tell you that even 50 mph is too fast for conditions at night, on any dark roadway.

**If you could choose the speed at which to hit a brick wall, assuming that it was a sure thing you were going to hit one, would you choose to hit the**

**wall at 10 mph or at 100 mph?** Not hard to decide, is it? Higher speeds also bring additional accumulated, or stored, energy. More stored energy means increased crash forces if you hit something. Here's a real-world example; a loaded semi traveling at 60 mph develops about 6.5 MILLION foot-pounds of force. Or, your body, unrestrained in the vehicle, could hit the windshield with about 16,000 foot-pounds of force, should your vehicle hit some immovable object - like a tree.

**A defensive driver chooses a speed matching traffic as closely as possible without exceeding speed limits.** If traffic is moving at higher speed than you should go, keep to the right and out of the way. This is often a legal requirement as well, if you are traveling at a speed less than the flow of traffic. Also, don't neglect to maintain the correct following distance.

**Consider that speeding often doesn't save much time.** How many times have you reached a red light, only to find a "jackrabbit" waiting there that passed you a half mile back like you were standing still? Ever wonder why? Around most urban areas, signals limit overall speeds to what the system can handle (in terms of numbers of vehicles). In Phoenix, for example, that's approximately 40 to 45 mph. Drive faster than that and you'll simply spend more time waiting at red lights, wasting fuel, wearing down brake pads, and accumulating just a little more stress in your life for no good reason or gain. Even on the highway, you don't often gain much. Frequently, once you pass someone, you find them on your back bumper as you slow down to enter the next town. So you gained what, exactly? On an Interstate, where you truly can save some time by speeding (provided you don't get pulled over), the difference between 65 mph and 80 mph over 50 miles is only 8.7 minutes. *Big deal.*

## KANSAS ASSOCIATION OF SCHOOL BOARDS NEWS...

Source: Kansas Association of School Boards (KASB)

### Exercise



Regular physical activity is an important part of effective weight loss and weight maintenance. It also can help prevent several diseases and improve your overall health. It does not matter what

type of physical activity you perform — sports, planned exercise, household chores, yard work or work-related tasks — all are beneficial. Studies show that even the most inactive people can gain significant health benefits if they accumulate 30 minutes or more of physical activity per day. Research consistently shows that regular physical activity, combined with healthy eating habits, is the most efficient and healthful way to control your weight. Whether you are trying to lose weight or maintain it, you should understand the important role of physical activity and include it in your lifestyle.

Research shows that regular physical activity, in addition to helping to control your weight, can reduce your risk of several diseases and conditions and improve your overall quality of life. Regular physical activity can help protect you from the following health problems:

- Heart Disease and Stroke: Daily physical activity can help prevent heart disease and stroke by strengthening your heart muscle, lowering your blood pressure, raising your

high-density lipoprotein (HDL) levels (good cholesterol) and lowering low-density lipoprotein (LDL) levels (bad cholesterol), improving blood flow, and increasing your heart's working capacity.

- High Blood Pressure: Regular physical activity can reduce blood pressure in those with high blood pressure levels. Physical activity also reduces body fatness, which is associated with high blood pressure.
- Non-Insulin Dependent (Type 2) Diabetes: By reducing body fatness, physical activity can help to prevent and control this type of diabetes, which is the most common type.
- Obesity: Physical activity helps to reduce body fat by burning extra calories, building or preserving muscle mass and improving the body's ability to use calories. When physical activity is combined with proper nutrition, it can help control weight and prevent obesity, a major risk factor for many diseases.
- Back Pain: By increasing muscle strength and endurance and improving flexibility and posture, regular exercise helps to prevent back pain.

Studies on the psychological effects of exercise have found that regular physical activity can improve your mood and the way you feel about yourself. Researchers also have found that exercise is likely to reduce depression and anxiety and help you to better manage stress.

Keep these health benefits in mind when deciding whether or not to exercise. And remember, any amount of physical activity you do is better than none at all!

Thank you for your service to the children of:

USD 405 - Lyons

and

Rice County Special Services Coop

(RCSSC).