

**Minutes for  
Heartland Community Schools  
Board of Education Special Meeting**

Monday, July 25, 2022 7:00 PM  
Conference Room  
1501 Front St  
Henderson, NE 68371-8929

Advance notice of the meeting was published in the July 21, 2022 edition of *The Henderson News*.

**MISSION STATEMENT:**

**Heartland Community School strives to provide challenging educational opportunities for ALL students to reach their highest level of excellence.**

Mr. Kent Allen: Present  
Mr. Gary Braun: Present  
Lacey Gloystein: Present  
Tyler Newton: Present  
Tammy Ott: Present  
Mr. Steve Stebbing: Present

1. Preliminary Procedures

1.1. Call to Order

Declare meeting to be open, legal, and properly advertised with all members having been informed of the nature of the meeting and having received related information. Announce the Open Meetings Act as posted in the front of the conference room.

1.2. Public Notice of the Meeting

1.3. Roll Call

2. Public Hearings

2.1. Public Hearing on Policy 504.19: - Student Fees

2.1.1. Open Hearing

Opened hearing at 7:15 pm

2.1.2. Hear Public Comment / Input Regarding Policy 504.19: Student Fees

2.1.3. Close Hearing

Closed hearing at 7:16pm

2.2. Public Hearing on Policy 504.20: Bullying Prevention

2.2.1. Open Hearing

Opened hearing at 7:17 pm

2.2.2. Hear Public Comment / Input Regarding Policy 504.20: Bullying Prevention

2.2.3. Close Hearing

Closed hearing at 7:18 pm

2.3. Public Hearing on Policy 1005.03: Parental & Family Involvement In The Schools

2.3.1. Open Hearing

Opened hearing at 7:19 pm.

2.3.2. Hear Public Comment / Input Regarding Policy 1005.03: Parental & Family Involvement In The Schools

2.3.3. Close Hearing

Closed hearing at 7:23 pm

3. Public Comments on Agenda Items

This is your opportunity to speak to items on the agenda. If you are not part of the presentation of the agenda, please speak now. Thank you for your participation.

4. Action Items

4.1. Approve Policy 504.19: Student Fees

that the Board adopt Policy 504.19: Student Fees for the 2022-2023 school year as presented.

Passed with a motion by Mr. Steve Stebbing and a second by Tyler Newton.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

4.2. Approve Policy 504.20: Bullying Prevention

that the Board adopt Policy 504.20: Bullying Prevention for the 2022-2023 school year as presented.

Passed with a motion by Mr. Kent Allen and a second by Lacey Gloystein.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

4.3. Approve Policy 1005.03: Parental & Family Involvement In The Schools

that the Board adopt Policy 1005.03: Parental and Family Involvement In The Schools for the 2022-2023 school year as presented. Passed with a motion by Tyler Newton and a second by Mr. Steve Stebbing.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

4.4. Approve Meal Charges For 2022-2023 School Year

that the Board approve the meal and food prices for the 2022-2023 school year as presented.

Passed with a motion by Tyler Newton and a second by Mr. Kent Allen.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

4.5. Approve Substitute Teacher Pay Rates For 2022-2023 School Year

that the Board the 2022-2023, school year, pay rates for substitute teachers as presented. Passed with a motion by Mr. Steve Stebbing and a second by Tyler Newton.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

5. Adjournment

The next scheduled meeting to be held on

Motion to adjourn the meeting 8:05 pm. Passed with a motion by Tyler Newton and a second by Mr. Steve Stebbing.

Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Lacey Gloystein: Yea, Tyler Newton: Yea, Tammy Ott: Yea, Mr. Steve Stebbing: Yea

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Board President

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Board Secretary

## Public Hearing: 2022 - 2023 Student Fees Policy

**Policy 504.19: Student Fees** – a copy of the current HCS policy governing student fees is attached/enclosed hereto.

**Recommendation:** No changes are being recommended to the policy governing student fees for the 2022-2023 school year.

**Recent Year Charges:** A list of the fees collected from students per the Student Fees policy from the recent, 21-22 school year is listed below.

### 2021-2022 Student Fees Collected

<b>Meal Charges</b>	<b>Breakfast Sales (free 21-22)</b>	<b>\$5,615</b>
	<b>Lunch Sales (free 21-22)</b>	
	<b>Extra Milk Sales</b>	
	<b>Non-Reimbursable Sales (extras)</b>	
<b>Pre-School</b>	<b>Tuition</b>	<b>\$10,010</b>
<b>Admission</b>	<b>(estimated)</b>	<b>\$1,785</b>
<b>Band</b>	<b>Marching Uniform Cleaning</b>	<b>\$834</b>
	<b>Marching Shoes</b>	<b>\$390</b>
<b>Indust. Tech / Ag.</b>	<b>Student Project Materials Cost</b>	<b>\$2,626</b>
<b>Computer Deposits</b>	<b>Self-Insurance &amp; Misc. Charges</b>	<b>\$4,740</b>
<b>TOTAL</b>		<b>\$26,000</b>

## STUDENT FEES

The board realizes some activities may require additional expenditures which are properly to be borne by students as a separate charge. Such charges may be waived as specified below depending upon the student's eligibility for the free and reduced-price lunch program. No fees, specialized or nonspecialized attire or equipment shall be required of students outside this policy. This policy does not apply to tuition payments by nonresident students.

For the purposes of this policy, the following definitions shall apply:

1. Extracurricular activities means student activities or organizations which are supervised or administered by the school district, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the school district;
2. Postsecondary education costs means tuition and other fees associated with obtaining credit from a postsecondary educational institution.

The district may charge student fees or require students to provide specialized equipment or attire in the following areas:

1. Participation in extracurricular activities, including extracurricular music courses;
2. Admission fees and transportation charges for spectators attending extracurricular activities;
3. Postsecondary education costs, limited to tuition and fees associated with obtaining credits from the postsecondary institution;
4. Transportation fees for option students not qualifying for free lunches and nonresident students as allowed by state statute;
5. Copies of student files or records as allowed by state statute;
6. Reimbursement to the district for property lost or damaged by the student;
7. Before-and-after-school or prekindergarten services in accordance with state statute;
8. Summer school or night school; and
9. Breakfast and lunch programs.

The district may also require students to furnish musical instruments for participation in optional music courses that are not extracurricular activities. Students qualifying for free or reduced-price lunches shall be provided with a musical instrument of the school's choice.

Waivers shall be provided to students who qualify for free or reduced-price lunches for fees, specialized equipment and specialized attire required for participation in extracurricular activities.

The superintendent shall establish a Student Fee Fund and ensure that funds collected as

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_



79-734 (books, equipment and supplies)

79-2,104 (student files)

79-2,125 to 2,134 (student fees law)

79-1104 (before-and-after-school services)

79-1106 to 1108 (learners with high ability)

Cross Reference:    505.05 Fines for Lost or Damaged Items  
                          506     Student Activities  
                          507.01 Student Records Access  
                          801     Transportation  
                          802.05 Free or Reduced Cost Meals Eligibility  
                          1005.01 Public Complaints

## **Public Hearing: 2022 - 2023 Bullying Prevention Policy**

**Policy 504.20: Bullying Prevention** – a copy of the current HCS policy regarding bullying prevention is attached/enclosed hereto.

**Recommendation:** No changes are being recommended to the bullying prevention policy the 2022-2023 school year.

## BULLYING PREVENTION

The board recognizes the negative impact that bullying has on student health, welfare, safety, and the school's learning environment and prohibits such behavior. Bullying is defined as any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, at a designated school bus stop, or at school-sponsored activities or school-sponsored athletic events.

Bullying may constitute grounds for detention, suspension, expulsion or mandatory reassignment, subject to state and federal statutes and the district's student discipline and due process procedures.

It shall be the responsibility of the superintendent to implement appropriate programs or procedures for the purpose of educating students regarding bullying prevention.

This policy shall be reviewed annually.

Legal Reference:                   Neb. Statute 79-2,137

Cross Reference:                505    Student Discipline

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_

# **Public Hearing: 2022 - 2023 Parental & Family Involvement Policy**

**Policy 1005.03: Parental Involvement** – a copy of the current HCS parental involvement policy is attached/enclosed hereto.

**Recommendation:** No changes are being recommended to the parental involvement policy for the 2022-2023 school year.

## PARENTAL AND FAMILY INVOLVEMENT IN THE SCHOOLS

It is the policy of the district to provide full access to the parent and family members of any student of the district to review textbooks, tests, curriculum and instructional materials, records of a student of any such parent, unless otherwise prohibited by law, and to any surveys of students done by the school district. Summary information regarding the district's curriculum, testing, and surveys will be provided at the beginning of each school year. Requests for access to specific instructional materials should be addressed to the teacher or building principal.

Requests by parents and family members to attend and monitor courses, assemblies, counseling sessions and other instructional activities shall also be made to the building principal or teacher. While requests to monitor are usually granted, if the request is denied, reasons for the denial will be provided.

It is the policy of the district to provide as consistent an experience as possible in all classroom instruction, testing, surveys, and other school experiences. It is the policy of the district not to excuse students from classroom instruction, testing, and other school experiences unless an objection is submitted to the building principal or teacher outlining the specific experience, the basis for the objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and family members.

The request for the student to be excused will be reviewed by the building principal and a decision provided to the parents and family members. While verbal objections and decisions are valid, written follow-up to verbal communications is required from the parent and family members, and the principal. If a student is excused from the requested activity no penalty will be assessed but an agreed upon alternative activity must be performed to the satisfaction of the teacher and principal.

It is the policy of the district to use only testing methods and testing instruments that are not of an experimental nature and to avoid using any testing materials or testing techniques that are not generally recognized by educational professionals to be within sound educational standards and both educationally and academically appropriate. It is the policy of the district to notify parents and family members of any standardized testing that may be scheduled within the school district.

It is the policy of the district to notify parents and family members of any survey which may be scheduled and to conduct student surveys judiciously, with full consideration of the fact that parents and family members may find items of the survey objectionable.

The following activities will also be included in the board's plan for parental and family involvement:

1. The board will involve parents and family members in the development of the Title I plan, the process for school review of the plan and the process for improvement;

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised \_\_\_\_\_

2. The board will provide the coordination, technical assistance and other support necessary to assist participating schools in planning and implementing effective parental and family involvement activities to improve student academic achievement and school performance;
3. The board will build the schools' and parents' and family members' capacity for strong parental and family involvement;
4. The board will coordinate and integrate parental and family involvement strategies under Title I with other programs such as Head Start, Reading First, etc.;
5. The board will conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family involvement policy in improving the academic quality of the school served including identifying barriers to greater participation by parents and family members in Title I activities (with particular attention to parents and families who have low income, Limited English Proficient (LEP), minorities, disabilities and low literacy) and use the findings of the evaluation to design strategies for more effective parental and family involvement and to revise, as necessary, the parental and family involvement policies; and
6. The board will involve parents and family members in Title I activities.

The parent and family members or guardian of a student may have access to that student's records during normal business hours of the district according to Policy 507.01 Student Records Access.

This policy is adopted following a public hearing to receive public comments and suggestions.

Legal Reference:       Neb. Statute 79-530 to 533  
                              No Child Left Behind, Title I, Sec. 1118, P.L. 107-110

Cross Reference:       507.01 Student Records Access  
                              606.03 Objection to Instructional Materials  
                              610.02 Test or Assessment Administration  
                              611.01 Student Progress Reports  
                              611.04 Parent Conferences  
                              1002. District Annual Report  
                              1005.01 Public Complaints

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                              1002. District Annual Report  
                              1005.01 Public Complaints

# 2022 – 2023 RECOMMENDED MEAL CHARGES

RATE COMPARISON					
19-20 Rates (Last Year Paid)		Rates Set For 21-22		Recommended Rates For 22-23	
ELEM BKFST	\$1.65	ELEM BKFST	\$1.75	ELEM BKFST	\$1.95
HS BKFST	\$1.65	HS BKFST	\$1.75	HS BKFST	\$1.95
ADULT BKFST	\$1.90	ADULT BKFST	\$2.00	ADULT BKFST	\$2.00
ELEM LNCH	\$2.75	ELEM LNCH	\$2.80	ELEM LNCH	\$3.10
HS LNCH	\$2.90	HS LNCH	\$2.95	HS LNCH	\$3.25
STAFF LNCH	\$3.50	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80
GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00
Milk	\$0.40	Milk	\$0.40	Milk	\$0.45
Projected 22-23 Revenue		\$190,000 - \$195,000		\$202,000 - \$206,000	
Projected 22-23 Expenses		\$230,000 - \$236,000		\$230,000 - \$236,000	
Projected 22-23 Shortfall		\$35,000 - \$46,000		\$24,000 - \$34,000	

SIMPLE COST per STUDENT					
19-20 Rates (Last Year Paid)		Rates Set For 21-22		Recommended Rates For 22-23	
Elem Student @ 2 meals per day	\$4.40	Elem Student @ 2 meals per day	\$4.55	Elem Student @ 2 meals per day	\$5.05
HS Student @ 2 meals per day	\$4.55	HS Student @ 2 meals per day	\$4.70	HS Student @ 2 meals per day	\$5.20
Elem Student @ 2 meals per day for 5-day week	\$22.00	Elem Student @ 2 meals per day for 5-day week	\$22.75	Elem Student @ 2 meals per day for 5-day week	\$25.25
Elem Student @ 2 meals per day for 5-day week	\$22.75	Elem Student @ 2 meals per day for 5-day week	\$23.50	Elem Student @ 2 meals per day for 5-day week	\$26.00
Elem Student @ 2 meals per day for 20-day month	\$88.00	Elem Student @ 2 meals per day for 20-day month	\$91.00	Elem Student @ 2 meals per day for 20-day month	\$101.00
HS Student @ 2 meals per day for 20-day month	\$91.00	HS Student @ 2 meals per day for 20-day month	\$94.00	HS Student @ 2 meals per day for 20-day month	\$104.00
Elem Student @ 2 meals per day for 175-day year	\$1,760.00	Elem Student @ 2 meals per day for 175-day year	\$1,820.00	Elem Student @ 2 meals per day for 175-day year	\$2,020.00
HS Student @ 2 meals per day for 175-day year	\$1,820.00	HS Student @ 2 meals per day for 175-day year	\$1,880.00	HS Student @ 2 meals per day for 175-day year	\$2,080.00

## SIMPLE COST DIFFERENCE per STUDENT

	Recommended Rates For 22-23		
	vs. 19-20 Rate	vs. 21-22 Rate	
Elem Student @ 2 meals per day	\$0.65	\$0.50	Elem Student @ 2 meals per day
HS Student @ 2 meals per day	\$0.65	\$0.50	HS Student @ 2 meals per day
Elem Student @ 2 meals per day for 5-day week	\$3.25	\$2.50	Elem Student @ 2 meals per day for 5-day week
Elem Student @ 2 meals per day for 5-day week	\$3.25	\$2.50	Elem Student @ 2 meals per day for 5-day week
Elem Student @ 2 meals per day for 20-day month	\$13.00	\$10.00	Elem Student @ 2 meals per day for 20-day month
HS Student @ 2 meals per day for 20-day month	\$13.00	\$10.00	HS Student @ 2 meals per day for 20-day month
Elem Student @ 2 meals per day for 175-day year	\$260.00	\$200.00	Elem Student @ 2 meals per day for 175-day year
HS Student @ 2 meals per day for 175-day year	\$260.00	\$200.00	HS Student @ 2 meals per day for 175-day year
<b>Recommended Rates For 22-23</b>			

# 2022 – 2023 RECOMMENDED MEAL CHARGES

RATE PROJECTIONS & RECOMMENDATIONS																			
19-20 Rates (Last Year Paid)		Rates Set For 21-22		Flat 10-cent Increase		Flat 20-cent Increase		Recommended Rates For 22-23		Flat 25-Cent Increase		Flat 30-cent Increase		Close To Break-Even					
ELEM BKFSST	\$1.65	ELEM BKFSST	\$1.75	ELEM BKFSST	\$1.85	ELEM BKFSST	\$1.95	ELEM BKFSST	\$1.95	ELEM BKFSST	\$2.00	ELEM BKFSST	\$2.05	ELEM BKFSST	\$2.25				
HS BKFSST	\$1.65	HS BKFSST	\$1.75	HS BKFSST	\$1.85	HS BKFSST	\$1.95	HS BKFSST	\$1.95	HS BKFSST	\$2.00	HS BKFSST	\$2.05	HS BKFSST	\$2.25				
ADULT BKFSST	\$1.90	ADULT BKFSST	\$2.00	ADULT BKFSST	\$2.00	ADULT BKFSST	\$2.00	ADULT BKFSST	\$2.00	ADULT BKFSST	\$2.00	ADULT BKFSST	\$2.05	ADULT BKFSST	\$2.25				
ELEM LNCH	\$2.75	ELEM LNCH	\$2.80	ELEM LNCH	\$2.90	ELEM LNCH	\$3.00	ELEM LNCH	\$3.10	ELEM LNCH	\$3.05	ELEM LNCH	\$3.10	ELEM LNCH	\$3.80				
HS LNCH	\$2.90	HS LNCH	\$2.95	HS LNCH	\$3.05	HS LNCH	\$3.15	HS LNCH	\$3.25	HS LNCH	\$3.20	HS LNCH	\$3.25	HS LNCH	\$3.80				
STAFF LNCH	\$3.50	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80	STAFF LNCH	\$3.80				
GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00	GUEST LNCH	\$4.00				
Milk	\$0.40	Milk	\$0.40	Milk	\$0.45	Milk	\$0.45	Milk	\$0.45	Milk	\$0.45	Milk	\$0.45	Milk	\$0.45				
Projected Revenue	\$190,000 - \$195,000	Projected Revenue	\$190,000 - \$195,000	Projected Revenue	\$195,000 - \$200,000	Projected Revenue	\$199,000 - \$203,000	Projected Revenue	\$202,000 - \$206,000	Projected Revenue	\$201,000 - \$205,000	Projected Revenue	\$203,000 - \$207,000	Projected Revenue	\$228,000				
Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000	Projected Expenses	\$230,000 - \$236,000				
Projected Shortfall	\$35,000 - \$46,000	Projected Shortfall	\$35,000 - \$46,000	Projected Shortfall	\$30,000 - \$41,000	Projected Shortfall	\$27,000 - \$37,000	Projected Shortfall	\$24,000 - \$34,000	Projected Shortfall	\$25,000 - \$35,000	Projected Shortfall	\$23,000 - \$33,000	Projected Shortfall	\$2,000 - \$8,000				

SIMPLE COSTS per STUDENT																			
19-20 Rates (Last Year Paid)		Rates Set For 21-22		Flat 10-cent Increase		Flat 20-cent Increase		Recommended Rates For 22-23		Flat 25-Cent Increase		Flat 30-cent Increase		Close To Break-Even					
Elem Student @ 2 meals per day	\$4.40	Elem Student @ 2 meals per day	\$4.55	Elem Student @ 2 meals per day	\$4.75	Elem Student @ 2 meals per day	\$4.95	Elem Student @ 2 meals per day	\$5.05	Elem Student @ 2 meals per day	\$5.05	Elem Student @ 2 meals per day	\$5.15	Elem Student @ 2 meals per day	\$6.05				
HS Student @ 2 meals per day	\$4.55	HS Student @ 2 meals per day	\$4.70	HS Student @ 2 meals per day	\$4.90	HS Student @ 2 meals per day	\$5.10	HS Student @ 2 meals per day	\$5.20	HS Student @ 2 meals per day	\$5.20	HS Student @ 2 meals per day	\$5.30	HS Student @ 2 meals per day	\$6.05				
Elem Student @ 2 meals per day for 5-day week	\$22.00	Elem Student @ 2 meals per day for 5-day week	\$22.75	Elem Student @ 2 meals per day for 5-day week	\$23.75	Elem Student @ 2 meals per day for 5-day week	\$24.75	Elem Student @ 2 meals per day for 5-day week	\$25.25	Elem Student @ 2 meals per day for 5-day week	\$25.25	Elem Student @ 2 meals per day for 5-day week	\$25.75	Elem Student @ 2 meals per day for 5-day week	\$30.25				
Elem Student @ 2 meals per day for 5-day week	\$22.75	Elem Student @ 2 meals per day for 5-day week	\$23.50	Elem Student @ 2 meals per day for 5-day week	\$24.50	Elem Student @ 2 meals per day for 5-day week	\$25.50	Elem Student @ 2 meals per day for 5-day week	\$26.00	Elem Student @ 2 meals per day for 5-day week	\$26.00	Elem Student @ 2 meals per day for 5-day week	\$26.50	Elem Student @ 2 meals per day for 5-day week	\$30.25				
Elem Student @ 2 meals per day for 20-day month	\$88.00	Elem Student @ 2 meals per day for 20-day month	\$91.00	Elem Student @ 2 meals per day for 20-day month	\$95.00	Elem Student @ 2 meals per day for 20-day month	\$99.00	Elem Student @ 2 meals per day for 20-day month	\$101.00	Elem Student @ 2 meals per day for 20-day month	\$101.00	Elem Student @ 2 meals per day for 20-day month	\$103.00	Elem Student @ 2 meals per day for 20-day month	\$121.00				
HS Student @ 2 meals per day for 20-day month	\$91.00	HS Student @ 2 meals per day for 20-day month	\$94.00	HS Student @ 2 meals per day for 20-day month	\$98.00	HS Student @ 2 meals per day for 20-day month	\$102.00	HS Student @ 2 meals per day for 20-day month	\$104.00	HS Student @ 2 meals per day for 20-day month	\$104.00	HS Student @ 2 meals per day for 20-day month	\$106.00	HS Student @ 2 meals per day for 20-day month	\$121.00				
Elem Student @ 2 meals per day for 175-day year	\$1,760.00	Elem Student @ 2 meals per day for 175-day year	\$1,820.00	Elem Student @ 2 meals per day for 175-day year	\$1,900.00	Elem Student @ 2 meals per day for 175-day year	\$1,980.00	Elem Student @ 2 meals per day for 175-day year	\$2,020.00	Elem Student @ 2 meals per day for 175-day year	\$2,020.00	Elem Student @ 2 meals per day for 175-day year	\$2,060.00	Elem Student @ 2 meals per day for 175-day year	\$2,420.00				
HS Student @ 2 meals per day for 175-day year	\$1,820.00	HS Student @ 2 meals per day for 175-day year	\$1,880.00	HS Student @ 2 meals per day for 175-day year	\$1,960.00	HS Student @ 2 meals per day for 175-day year	\$2,040.00	HS Student @ 2 meals per day for 175-day year	\$2,080.00	HS Student @ 2 meals per day for 175-day year	\$2,080.00	HS Student @ 2 meals per day for 175-day year	\$2,120.00	HS Student @ 2 meals per day for 175-day year	\$2,420.00				

SIMPLE COST DIFFERENCES per STUDENT vs. PRIOR / CURRENT RATES																			
19-20 Rates (Last Year Paid)		Rates Set For 21-22		Flat 10-cent Increase		Flat 20-cent Increase		Recommended Rates For 22-23		Flat 25-Cent Increase		Flat 30-cent Increase		Close To Break-Even					
vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate	vs. 19-20 Rate	vs. 21-22 Rate				
Elem Student @ 2 meals per day	\$0.00	-\$0.15	\$0.15	\$0.00	\$0.35	\$0.20	\$0.55	\$0.40	\$0.65	\$0.50	\$0.65	\$0.50	\$0.75	\$0.60	\$1.65	\$1.50	Elem Student @ 2 meals per day		
HS Student @ 2 meals per day	\$0.00	-\$0.15	\$0.15	\$0.00	\$0.35	\$0.20	\$0.55	\$0.40	\$0.65	\$0.50	\$0.65	\$0.50	\$0.75	\$0.60	\$1.50	\$1.35	HS Student @ 2 meals per day		
Elem Student @ 2 meals per day for 5-day week	\$0.00	-\$0.75	\$0.75	\$0.00	\$1.75	\$1.00	\$2.75	\$2.00	\$3.25	\$2.50	\$3.25	\$2.50	\$3.75	\$3.00	\$8.25	\$7.50	Elem Student @ 2 meals per day for 5-day week		
Elem Student @ 2 meals per day for 5-day week	\$0.00	-\$0.75	\$0.75	\$0.00	\$1.75	\$1.00	\$2.75	\$2.00	\$3.25	\$2.50	\$3.25	\$2.50	\$3.75	\$3.00	\$7.50	\$6.75	Elem Student @ 2 meals per day for 5-day week		
Elem Student @ 2 meals per day for 20-day month	\$0.00	-\$3.00	\$3.00	\$0.00	\$7.00	\$4.00	\$11.00	\$8.00	\$13.00	\$10.00	\$13.00	\$10.00	\$15.00	\$12.00	\$33.00	\$30.00	Elem Student @ 2 meals per day for 20-day month		
HS Student @ 2 meals per day for 20-day month	\$0.00	-\$3.00	\$3.00	\$0.00	\$7.00	\$4.00	\$11.00	\$8.00	\$13.00	\$10.00	\$13.00	\$10.00	\$15.00	\$12.00	\$30.00	\$27.00	HS Student @ 2 meals per day for 20-day month		
Elem Student @ 2 meals per day for 175-day year	\$0.00	-\$600.00	\$600.00	\$0.00	\$1400.00	\$800.00	\$2200.00	\$1600.00	\$2600.00	\$2000.00	\$2600.00	\$2000.00	\$3000.00	\$2400.00	\$6600.00	\$6000.00	Elem Student @ 2 meals per day for 175-day year		
HS Student @ 2 meals per day for 175-day year	\$0.00	-\$600.00	\$600.00	\$0.00	\$1400.00	\$800.00	\$2200.00	\$1600.00	\$2600.00	\$2000.00	\$2600.00	\$2000.00	\$3000.00	\$2400.00	\$6000.00	\$5400.00	HS Student @ 2 meals per day for 175-day year		
19-20 Rates (Last Year Paid)	Rates Set For 21-22		Flat 10-cent Increase		Flat 20-cent Increase		Recommended Rates For 22-23		Flat 25-Cent Increase		Flat 30-cent Increase		Close To Break-Even						

***HEARTLAND COMMUNITY SCHOOLS***  
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## 2022 – 2023 RECOMMENDED MEAL CHARGES

<b>Multi-District Comparison</b>					
<b>District</b>	<b>2022-2023 PRICES</b>				
	<b>Breakfast</b>		<b>Lunch</b>		<b>Extra Milk</b>
	<b>Elem Brkfst</b>	<b>Sec. Brkfst</b>	<b>Elem Lunch</b>	<b>Sec Lunch</b>	
<b>Aurora</b>	<b>\$1.70</b>	<b>\$1.70</b>	<b>\$2.55</b>	<b>\$2.80</b>	<b>\$0.75</b>
<b>Exeter-Miligan</b>	<b>\$1.50</b>	<b>\$1.50</b>	<b>\$2.60</b>	<b>\$2.60</b>	<b>-</b>
<b>Fillmore Central</b>	<b>\$1.75</b>	<b>\$1.75</b>	<b>\$2.80</b>	<b>\$3.15</b>	<b>\$0.50</b>
<b>Giltner</b>	<b>\$2.25</b>	<b>\$2.25</b>	<b>\$2.75</b>	<b>\$3.75</b>	<b>\$0.50</b>
<b>Hampton</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.80</b>	<b>\$3.05</b>	<b>-</b>
<b>Heartland</b>	<b>\$1.95</b>	<b>\$1.95</b>	<b>\$3.10</b>	<b>\$3.25</b>	<b>\$0.45</b>
<b>McCool Jct.</b>	<b>\$1.80</b>	<b>\$1.80</b>	<b>\$2.20</b>	<b>\$2.90</b>	<b>-</b>
<b>Sutton</b>	<b>?</b>	<b>?</b>	<b>\$2.90</b>	<b>\$3.10</b>	<b>-</b>
<b>York</b>	<b>\$1.50</b>	<b>\$1.50</b>	<b>\$3.10</b>	<b>\$3.20</b>	<b>-</b>

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# 2022 – 2023 SUBSTITUTE TEACHER PAY RATE

RECOMMENDED 22-23 PAY RATES	CURRENT 21-22 PAY RATES
DAILY RATE: \$135 per day	DAILY RATE: \$120 per day
LONG-TERM RATE: 1/185th base salary on 11th consecutive day	LONG-TERM RATE: 1/185th base salary on 11th consecutive day

Incidence Year	Incidence Units	21-22 Rates		Recommended 22-23 Rate		Estimated Actual Cost Difference For Rate Increase	
		Salary	Total	Salary	Total	\$	%
2-year Average	392	\$46,980	\$55,202	\$52,853	\$62,102	\$6,900	12.500%
21-22	481	\$57,720	\$67,821	\$64,935	\$76,299	\$8,478	12.500%
20-21	302	\$36,240	\$42,582	\$40,770	\$47,905	\$5,323	12.500%

HEARTLAND COMMUNITY SCHOOLS		MULTI-DISTRICT COMPARISON	
Year	Daily Rate	District	22-23 Rate
22-23	\$135	Heartland	\$135
21-22	\$120	Aurora	\$130
20-21	\$115	Exeter-Milligan	\$150
19-20	\$115	Fillmore Central	\$145
18-19	\$110	Giltner	\$130
17-18	\$110	Hampton	\$130
		McCool Jct.	\$110
		Sutton	\$132
		York	\$135

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