

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
June 10, 2024

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, met in open and public session at 6:00p.m., Monday, June 10, 2024. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, May 5, 2024. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

Board President Marcus Madler called the meeting to order and publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room. Mr. Madler led the group in the Pledge of Allegiance.

Roll call was taken. Board members present were: Mr. Brian Lodes, Mr. Marcus Madler, Ms. Valerie Fisher, Ms. SuAnn Witt, Mr. Skip Bailey, and Ms. Lisa Wood.

Recognition

Dr. Rikli recognized Ms. Zaidah Lightener from PLSHS as the State Champion in the long jump. Ms. Lightener was not present for the recognition.

Dr. Deb Anderson, the districts Mental Health Liaison Director, was recognized for receiving the University of Nebraska Omaha Alumni Achievement Award.

Communication

Public testifiers who addressed the Board: Ms. Jenny Lechner and Mr. Darrel Lechner, Jr.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube.

Summer School is in session with over 300 elementary students attending at La Vista West Elementary.

Dr. Rikli and Dr. Anderson were asked to present at the Kim Foundation Mental Health Conference on May 30. The end of year Administration Retreat was held on May 30. The Back-to-School Administration Retreat will be held in July.

Dr. Rikli thanked Mr. Brett Richards for his leadership in completing the 2018 bond projects. The 2023 bond projects are in progress including the installation of the security film on the schools.

The Foundation will host the annual Swing for the Kids golf tournament on June 11 at Tiberon Golf Course.

Dr. Rikli congratulated all the candidates that are proceeding to the November election for the three board positions.

Board Comments

Ms. Fisher is impressed with the security film installation that is going on the schools. Ms. Fisher also visited the new Vietnam Memorial.

Mr. Bailey reminded the community of the Foundation's Gala event that will be held August 24, 2024.

Ms. Wood inquired about Summer School and if they could visit.

Mr. Madler's sons attended the Jr. Monarch Basketball camp.

Committee Reports

- Building & Grounds & Finance: Mr. Lodes reported the committee had met. Agenda items discussed are on the meeting agenda.
- HR & Student Services Committee: Ms. Witt reported the committee had met. Agenda items discussed are on the meeting agenda.
- Curriculum and Instruction Committee: Ms. Fisher reported the committee had met. Agenda items discussed included the behavioral data presentation, graduation policy, and the book review update.

Action Items

A motion was made by Mr. Bailey and seconded by Ms. Wood to approve the Action by Consent Items: The meeting agenda, bills, out of state travel, personnel items, the Board meeting minutes of May 13, 2024, and the ESU #3 Drivers Education Contract for 2024/25. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Fisher, Witt, Bailey, Wood, and Lodes. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Fisher to approve the Superintendent or Assistant Superintendent of Business Services, on behalf of the School District to agree upon, sign, execute and deliver such agreement with Access Systems as proposed and any related documents called for in such agreement, to sign all documents and to take all other action necessary or appropriate to close the transaction according to such agreement. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Fisher, Witt, Bailey, Wood, Lodes, and Madler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Witt to (1) approve the proposal with First Student Inc. for their primary bid to provide district transportation services for the Papillion La Vista Community Schools from 2024 through 2028 and (2) delegates authority to and authorizes, approves and directs the Superintendent of Schools or Assistant Superintendent of Business Services to negotiate, sign, execute and deliver such contract, sign and approve any warranted changes to the contract, sign and approve any additional routes, pay the invoices associated with the contract, and take all other action necessary to complete any requirements or obligations under the contract based on the proposal provided by First Student Inc. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Bailey, Wood, Lodes, Madler, and Fisher. Nays: None. The motion carried.

A motion was made by Mr. Bailey and seconded by Mr. Lodes to (1) approve the facility improvement projects for fencing, security film, Ashbury Playground, and PLCS Media Academy room renovation as presented and (2) to delegate authority to and authorize the Superintendent of Schools or Assistant Superintendent of Business Services for the school district to sign, execute and deliver such construction contracts, sign and approve any change orders, pay the contract price and expenses related to the construction projects and take all other action necessary to complete any requirements or obligations under the construction projects and contracts. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Bailey, Wood, Lodes, Madler, Fisher, and Witt. Nays: None. The motion carried.

Discussion/Information Items

Dr. Kati Settles, Assistant Superintendent of Human Relations, shared the Local 226 Clerical members voted to ratify the proposed two-year master contract on Thursday, May 30, 2024. Provisions of the contract include: 1. Two-year contract for 2024-25 and 2025-26 beginning on September 1, 2. Year one: Salary Increase of 4.2% with package increase of 3.45% for current employees, 3. Year two: \$0.70/hour increase year two with total package increase of 3.064% for current employees, 4. Updated provision to allow for sick day exchange program, 5. Grandfathers' sick day exchange for employees who have been in PLCS for more than 10 years (11) as of May of 2024 will continue to earn 4 days of personal days and more than 20 years up to 5 days, 6. Allows employees who have accumulated more than sixty (60) days of leave, as of September 1, to sell back up to 7 days to the district, at their previous year's daily pay rate, 7. Longevity increase of 3% after five years of service and 4% after 25, 30, and 35 years of service, 8. Beginning rates for newly hired clerical staff for 2024-25 and 2025-26: Receptionist and General Clerical \$17.82 (2024-25) and \$18.09 (2025-26), Secretary \$18.07 (2024-25) and \$18.34 (2025-26), Administrative Assistant \$18.47 (2024-25) and \$18.75 (2025-26). Ms. Witt thanked Dr. Settles and the team for their work on working to provide a good contract for staff.

Dr. Settles also provided an update on the negotiations for the Paraprofessionals. Local 226 Paraprofessionals voted to ratify the two-year master contract on Friday, May 31, 2024. Provisions of the contract include, 1. Salary Increase of 3.19% with package increase of 3.50% in year one, 2. Salary Increase of 3.21% with package increase of 2.67% in year two, 3. Paras returning from 2023-24 will receive an additional \$0.25/hr for 2024-25 and an additional \$0.15/hr to \$0.40/hr for 2025-26. Beginning rates for newly hired paraprofessionals for 2024-25 and 2025-26:

EL & Title Instructional Paraprofessionals \$16.12 (2024-25 Starting Rate) and \$16.32 (2025-26 Starting Rate), Instructional Non-Title Paraprofessionals \$15.62 (2024-25 Starting Rate) and \$15.82 (2025-26 Starting Rate), Health Paraprofessionals \$17.00 (2024-25 Starting Rate) and \$17.33 (2025-26 Starting Rate), Special Education & Preschool \$16.69 (2024-25 Starting Rate) and \$17.07 (2025-26 Starting Rate), Van Rider Paraprofessionals \$16.42 (2025-25 Starting Rate) and \$17.07 (2025-26 Starting Rate).

Dr. Settles shared the proposed Administrations Salary 2024/25. In January 2023, the Board approved the Teacher Negotiated agreement for the 2023-24 and 2024-25 school years. This resulted in a total package increase of 3.59%. The HR Subcommittee considered this as well as other pieces of data in proposing the following for 2024-25 Certified Administrators average package increase of 2.973%. 1. Increase base \$700 moving from \$71,900 to \$72,600, 2. Allow for vertical and horizontal movement, 3. Move Middle School Assistants from 1.20 index to 1.23 index, 4. Create an index between HS Principals (index 1.58) and Directors (index 1.40) proposing a new director index of 1.42, 5. For the 4th HS Principal, add 10 days & change index to 1.26, 6. Rather than ending the index chart at Step 17, add steps 18-25 for further transparency. The Assistant Superintendent's recommended package increase is 2.68%.

Dr. Settles shared the proposed Superintendent Contract for 2024/25. In January 2023, the Board approved the Teacher Negotiated agreement for the 2023-24 and 2024-25 school years. This resulted in a total package increase of 3.59%. The HR Subcommittee considered this as well as other pieces of data in proposing the following to Dr. Rikli's contract. The proposed Superintendent contract includes a salary increase of 2.29%. Dr. Rikli's salary for the 2024-2025 school year is proposed to be \$263,004.65 All other provisions of the contract remain the same. With increases in Retirement, FICA, Medicare, and insurance rates calculated this is a total package of increase of 2.309% for the 2024-2025 school year totaling \$329,179.77, not to include budgeted amounts for travel allowance/reimbursement and association/membership dues. The total budgeted amount for this contract is \$339,179.77. The contract, which was updated in December of 2023, covers through the 2026-2027 contract years. Ms. Fisher commented that she believes the district isn't staying competitive in the salary field. She thanked Dr. Rikli for his continued support and hard work.

Dr. Rikli shared his 2023-24 year-end performance goals with the Board. The Papillion La Vista Schools Board of Education, working in collaboration with the Superintendent, developed several goals for the 2023-24 school year. These goals serve as the foundation for Dr. Rikli's annual Superintendent evaluation by the Board of Education during the 2023-24 school year. Dr. Rikli gave the Board a mid-year update on his progress in September. The Board will be presented with a final summary of his progress for the 2023-24 school year. 1. Continue to Execute the District Strategic Plan, 2. Develop Communication & Engagement Plans for District Families, 3. Update District Safety and Security Protocols, 4. Expand District Staff Recruitment & Retention Strategies, 5. Implement Plan for 2023 Bond Facility Projects. A copy of the Superintendent's three-year contract is available for patron review on the district website in accordance with Nebraska's Superintendent Contract Transparency Act.

Dr. Settles, Board members and the HR team have reviewed *Series 4000 – Personnel* board policies and the following policy changes are recommended. Policy #4003 - Reporting of Suspected Abuse/Neglect of Students: Move from 5606 - Students; updated language; legal counsel updated language recommendation, Policy #4008 - Notification of Arrest, Criminal Charges, or Child Abuse Complaints: Changed word 'working' to 'business', Policy #4010 - Drug and Substance Use and Abuse: Adopts legal counsel recommendation, Policy #4014 - Blood Borne Pathogen Compliance Plan: Updates language and grammatical changes, takes out reference to DHHS chart, Policy #4024 - Change activity pass to employee badge, Policy #4032 - Deletes form requirement, Policy #4043 - Duty Hours of Employees: Strikes 30 minutes, Policy #4051 - Personnel Records: Aligns with legal counsel recommendations, Policy #4108 - Substitute teachers: Clarifies that Substitutes are at will employees, Policy #4110 - Assignment of duties: Removes reference to specific hours, Policy #4201 - At will employment: Delete and add to #4203, Policy #4203 - Contracts for non-certified employees: Combines with #4201, Policy #4205 - Classified Personnel Transfers & Promotions: Removes language redundant in 4201.

Board Policy 6000 - Instruction are due for the annual review. Based upon the review of this policy, any revisions and discussion would be discussed at the June 24, 2024, board meeting. Any changes would be acted at the July 8, 2024, meeting of the Board.

Board President Madler reviewed the future board calendar.
Board President Madler adjourned the meeting at 7:12pm.

SuAnn Witt, Secretary
Papillion La Vista Community School District
Board of Education