

Papillion La Vista Community Schools #27
Board of Education Meeting
Following the Budget Tax Hearing
September 23, 2024

420 South Washington Street
Papillion, NE 68046

Web Page: www.plcschools.org
Phone: 402-537-6200

Mission

'The mission of Papillion La Vista Community Schools, an organization dedicated to greatness, is to prepare all students to realize their unique aspirations through rigorous instructional and innovative educational pathways, delivered by highly qualified, passionate educators through bold partnerships with families and community.

I. Call to Order

- A. Pledge of Allegiance
- B. Roll Call
- C. Excused Absences (*Motion Needed*)

Open Meetings Law: Posted at entrance to room.

Notes Regarding Agenda: The Board will generally follow the sequence of the published agenda but may change the order of items when appropriate and may elect to act on any of the items listed.

II. Communications

- A. Military Advisory: Colonel Patrick Kolesiak
- B. **Presentation: Student Behavior**
- C. Public Comment on **Items Not on the Agenda** (Policy #8420)
*Public questions and comments regarding **items not on the agenda** may take place at this time in the agenda. Individuals who want to address the Board must complete a Guidelines for Public Comment Form with the date, topic addressing, name, address and organization representing (if appropriate) and give it to the Board clerk prior to the start of the meeting. When called upon by the presiding officer, the individual shall proceed to the podium and state their name and address. An individual may not exceed three (3) minutes and total time for all individuals who want to speak shall not exceed 30 minutes unless a majority vote of the Board approves extending allocated time. This time for public comment shall not be used to address specific individual student discipline or employee performance issues. Complaint and grievance processes are in place to deal with issues of this nature.*
- D. Superintendent's Report
- E. Board Reports
- F. Committee Reports
 1. Buildings, Grounds, & Finance
 2. Human Resources & Student Services
 3. Curriculum & Americanism

Public Comment on ITEMS ON the agenda (Policy #8420)

*Public questions and comments regarding **items on the agenda** may be allowed by the Board as each agenda item is discussed during the regular Board meeting. Individuals who want to address the Board must complete a Guidelines for Public Comment Form with the date, topic addressing, name, address and organization representing (if appropriate) and give it to the Board clerk prior to the start of the meeting. When called upon by the presiding officer, the individual shall proceed to the podium and state their name and address. An individual may not exceed three (3) minutes and total time for all individuals who want to speak shall not exceed 30 minutes unless a majority vote of the Board approves extending allocated time.*

III. Action Items (*Motion Needed*)

- A. Action by Consent
 1. Approval of Meeting Agenda
 2. **Finance**
 3. **Out-of-State Travel**
 4. Personnel
 5. **Board Meeting Minutes, Retreat Minutes, and Budget Hearing of September 9, 2024**
- B. **Adoption of 2024/25 Budget of Funds** (General Operations)
- C. **Policy 4143 Temporary Early Retirement** (General Operations)

IV. Discussion/Information Items

- A. **Superintendent 2024/25 Performance Goals** (General Operations)
- B. **Irrigation System – Golden Hills, Patriot, Portal, and Walnut Creek** (General Operations)
- C. **Option Enrollment Resolution** (General Operations)
- D. **Parent Survey Data** (General Operations)

V. Future Board Calendar

September 24, 2024	NASB Area Membership Meeting
September 26, 2024	Liaison Lunch @ La Vista Middle School w/Wood @ 10:50am
October 2, 2024	Liaison Lunch @ Prairie Queen w/Fisher @ 11:30am
October 4, 2024	Liaison Lunch @ Anderson Grove w/Witt @ 11:45am
October 11, 2024	No School for Students or Staff
October 14, 2024	No School for Students – Staff Development Day
October 14, 2024	Board of Education Meeting @ 6:00pm - Central Office

VI. Adjournment

- Strategic Goal #1 – Curriculum & Instruction
- Strategic Goal #2 – Mental Health
- Strategic Goal #3 – Human Resources
- General Operations

Board of Education Presentation Background Information

Title of Presentation: *Multi-Tiered Systems of Behavior Support in PLCS*

Name & Title of Presenter(s):

Tammy Voisin, Director of Special Services; Deb Anderson, Mental Health Liaison; Becky Meyers, Elementary Director of Student Services and Human Resources; Trent Steele, Secondary Director of Student Services and Human Resources

What is the activity you plan to describe?

Behavioral and Mental Health update including proactive strategies and support for PLCS students.

RETURN TO AGENDA

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
FINANCIAL STATEMENT
08/30/24**

BEGINNING G/L BALANCE AS OF 7/01/2024		20,982,268.73
REVENUE:		
State Aid		0.00
Property Taxes Sarpy		27,746,121.05
Douglas Taxes		137.42
Special Ed		0.00
Grant Revenue		9,390.00
MIPS/MAPS		0.00
Interest Earned on Bank Accounts		134,715.29
School Lunch Program Receipts		74,584.80
Tuition Express (preschool tuition)		(19.75)
Misc. Items		404,064.34
	TOTAL REVENUE	\$28,368,993.15
DISBURSEMENTS:		
Payroll		4,707,842.78
Payroll Taxes		1,767,587.55
Vendor Payments/Mileage Reimb. General Fund		2,703,384.58
Payflex Fees		974.4
Health Savings Acct.		35,376.20
Retirement ACH		1,310,170.62
	TOTAL DISBURSEMENTS	10,525,336.13
ENDING BALANCE AS OF 08/30/24		38,825,925.75

Treasurer

RETURN TO AGENDA

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
BOND FUND FINANCIAL STATEMENT
08/31/24**

BOND FUND #3

Balance 8/1/2024 \$ 6,596.24

REVENUE:

Sarpy County Property Tax	0.00	:	
Interest	28.04		
Deposit	0.00		
Internal Transfer			
TOTAL REVENUE			\$ 28.04

DISBURSEMENTS:

Principal/ Interest Payments	0.00	
Internal Transfer	0.00	
TOTAL DISBURSEMENTS		\$0.00

ENDING BALANCE THRU 8/31/2024 \$ 6,624.28

BOND FUND #4

Balance 8/1/2024 \$4,111,923.19

REVENUE:

Sarpy County Property Tax	1,213,380.17	:	
Interest	20,641.78		
Internal Transfer	0.00		
Deposit	0.00		
TOTAL REVENUE			\$ 1,234,021.95

DISBURSEMENTS:

Principal/ Interest Payments	0.00	
Internal Transfer to bond 6	0.00	
Fee	0.00	
TOTAL DISBURSEMENTS		\$0.00

ENDING BALANCE THRU 8/31/2024 \$ 5,345,945.14

BOND FUND #5

Balance 8/1/2024 \$3,693,732.24

REVENUE:

Sarpy County Property Tax	1,471,755.57	:	
Interest	19,537.01		
Internal Transfer	0.00		

Deposit		0.00	
	TOTAL REVENUE		\$ 1,491,292.58
DISBURSEMENTS:			
Principal/ Interest Payments		0.00	
Internal Transfer		0.00	
	TOTAL DISBURSEMENTS		\$0.00
ENDING BALANCE THRU 8/31/2024			\$5,185,024.82

BOND FUND #6

Balance 8/1/2024 \$216,991.70

REVENUE:

Sarpy County Property Tax		2,202,387.34	
Interest		6,659.71	
Internal Transfer from bond 4		0.00	
Deposit		0.00	
	TOTAL REVENUE		\$ 2,209,047.05

DISBURSEMENTS:

Principal/ Interest Payments		0.00	
Internal Transfer		0.00	
	TOTAL DISBURSEMENTS		\$0.00

ENDING BALANCE THRU 8/31/2024 \$2,426,038.75

BOND FUND #7

Balance 8/1/2024 \$3,771,629.16

REVENUE:

Sarpy County Property Tax		1,121,096.10	
Interest		18,954.70	
Internal Transfer			
Deposit			
	TOTAL REVENUE		\$ 1,140,050.80

DISBURSEMENTS:

Principal/ Interest Payments		0.00	
Internal Transfer		0.00	
	TOTAL DISBURSEMENTS		\$0.00

ENDING BALANCE THRU 8/31/2024 \$4,911,679.96

**PAPILLION-LA VISTA DISTRICT #27
BUILDING FUND FINANCIAL STATEMENT**

BUILDING FUND

Beginning Balance 8/01/24 3,474,606.78

Receipts:

Tax Revenue - Sarpy County/LC	706,076.36
Interest	13,226.11
Internal Transfer	500,000.00
Misc. Deposits	65,000.00

	1,284,302.47

Disbursements:

A/P Checks	416,346.13
Internal Transfer	500,000.00

	916,346.13

Ending Balance 8-31-24 Per G/L 3,842,563.12

CONSTRUCTION FUND

Beginning Balance 8/01/24 14,142,107.75

Receipts:

Tax Revenue - Sarpy County/LC	0.00
Interest	37,259.60
Bond Refunding/Misc. Receipts	0.00
Internal Transfers	0.00

	37,259.60

Disbursements:

A/P Checks	5,823,708.74
Internal Transfers	
Investing Fees	0.00

	5,823,708.74

Ending Balance 8-31-24 Per G/L 8,355,658.61

Treasurer

RETURN TO AGENDA

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
September 23, 2024

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Erica Kenoyer	01.31 - 02.04.2025 Columbus, Ohio	LitCon Conference	\$2,300.70 (G)	\$0.00
Bubba Penas	12.13-17, 2024 Austin, Texas	2024 NIAAA National AD Conference	\$1,551.00 (O)	\$0.00
Jeremy VanAckeren	12.13-17, 2024 Austin, Texas	2024 NIAAA National AD Conference	\$1,551.00 (O)	\$0.00
Missy Jabens	11.17 - 20, 2024 Chicago, IL	National Career Academy Conference	\$2,341.00 (G)	\$0.00
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF Estimated General Fund Expenditures				
Tim Keller, Matthew Morgan, Jason Ackland & Mykal Dahlstrom 125 Students, 12 Chaperones	09.28.2024 Sioux City, IA	Starfest Marching Contest	\$2,151.00 (A)	\$0.00
UpWard Bound Chales Kaup, Ciara Knudsen, Naty Ledesma, Kim Huggins, and Rachel Kalhorn	11.06.2024 Iowa City, IA	University of Iowa College	\$0.00 (G)	\$0.00
PLSHS Dance Team Megan Seeley & Josie Doxzon, 15 Students	01.31 - 02.02.2025 Orlando, FL	National Dance Team Championship	\$3,459.38 (A/O)	\$0.00
PLSHS Dance Team Megan Seeley & Josie Doxzon, 15 Students	01.3-5, 2025 Chicago, IL	Chicagoland - UDA Regional Competition	\$917.00 (A/O)	\$0.00

Expenses are estimated until travel is completed and bills submitted.

Return to

Agenda

(D) District (G) Grant (A) Activity (O) Other

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
September 9, 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 6:25p.m., Monday, September 9, 2024, following the Budget Hearing. 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*, September 4, 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: Ms. SuAnn Witt, Mr. Skip Bailey, Ms. Lisa Wood, Mr. Brian Lodes, Mr. Marcus Madler, and Ms. Valerie Fisher.

Student Council

Nova Degbe and Maggie Novak, representatives from Papillion La Vista High School, reported for the Student Council. The fall athletic sports season are in full swing. The football team played the Titans on August 30 and won in back-to-back years. Homecoming is on September 21. The marching band has been practicing every morning at 7:00am for their first competition on September 28 in Sioux City. Drama has scheduled the fall performance of *A Wrinkle in Time*.

Communication

No Public testifiers testified.

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.

The annual PLHS vs PLSHS football game was August 30th. The volleyball game was held on September 3. The Titans will have their Homecoming September 14th with the Monarchs' Homecoming September 21.

Dr. Rikli attended a Meet and Greet with Congressman Flood to talk about local school issues that are impacting the community.

Dr. Rikli attended the United Way Campaign Kickoff that hosted Governor Pillen. Dr. Rikli had the opportunity to speak with Governor Pillen about tax relief that was proposed for the state.

The Outdoor Education program has started for all the elementary sixth graders. This program is supported by the PLCS Foundation.

The Community Closet hosted their community event on September 7 at La Vista Middle School. There were over 60 volunteers that helped the 143 families that attended. The next event is scheduled for November 9.

Board Comments

Mr. Bailey volunteered at the Community Closet event and gave a shoutout to the staff and Dr. Rikli in providing the support to our families.

Ms. Wood attended a TeamMates luncheon.

Mr. Lodes attended the PLHS & PLSHS football game. He thanked our police department and the PLV Media for their hard work.

Mr. Madler also attended the annual football game and commented on the service the PLV Media provides to our district.

Committee Reports

- Building & Grounds & Finance: Mr. Lodes reported the committee had met. Agenda items were the 2024/25 budget and tax parameters.
- HR & Student Services Committee: Ms. Witt reported the committee had not met.
- Curriculum and Instruction Committee: Ms. Fisher reported the committee had not met.

Action Items

A motion was made by Ms. Fisher and seconded by Mr. Bailey to approve the Action by Consent Items: The meeting agenda, finance, out of state travel, personnel items, the Board meeting minutes of August 26, 2024, and the Policy 8000's. 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.

Discussion/Information Items

Ms. Lois Erickson, Cooperation BEST administrator, shared an overview of the program. Cooperation BEST (Better Educate Students for Tomorrow) started in 1995. Partnerships are mutually beneficial for both the businesses and the school district. Ms. Erickson shared pictures of the partnerships with students throughout the years. This year is the 30th year anniversary of the program.

Dr. Kati Settles provided a staff and student enrollment update, reporting an increase of 86 students in elementary, middle, and high school levels. She noted that all classroom teaching positions were filled at the start of the year, with ongoing recruitment for various support staff positions.

Ms. Shureen Seery provided information on the transition to the new school accreditation model. All public-school districts must be approved and accredited according to state statute (Neb. Rev. Stat. 79-703). As outlined in Rule 10, Section 009 the approval process happens once every five years. PLCS has been approved and accredited for the last two cycles through Cognia. For the upcoming process, which will occur in January 2025, PLCS will be transitioning to the Nebraska Continuous Improvement Model through NDE. This will be a cost savings to the district, allowing each of our buildings to be evaluated by a team of external Nebraska Educators selected by NDE. The outcomes/recommendations from this process will be used to inform the next round of strategic planning.

Board President Madler reviewed the future board calendar.

Board President Madler adjourned the meeting at 7:02pm.

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

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
Budget Hearing Proceedings
September 9, 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 6:00 p.m., Monday, September 9, 2024. The Budget Hearing was held at the Papillion La Vista Community School District Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the Budget Hearing was provided in advance by publication in the *Sarpy Times*, September 4, 2024. Notice of the hearing 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. Printed copies of the detailed budget were available to the public at the meeting. The proceedings, hereafter shown, were taken while the convened hearing was open to the attendance of the public.

Call to Order

Board President Marcus Madler called the hearing to order, led the group in the Pledge of Allegiance and publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room. Board members present at the meeting were: Roll Call was taken: Ms. SuAnn Witt, Ms. Valerie Fisher, Mr. Brian Lodes, Ms. Lisa Wood, Mr. Skip Bailey, and Mr. Marcus Madler.

Budget Hearing

The purpose of the hearing was to hear support, opposition, criticism, suggestions, or observations of taxpayers relating to the proposed 2024-2025 budget and to consider amendments relative thereto.

Mr. Brett Richards, Assistant Superintendent for Business Services, reviewed the proposed 2024-2025 budgets for all funds. A breakdown of Funds within a school district budget consists of the General, Depreciation, Bond Fund, Special Building, Activities, School Nutrition, Cooperative, and Student Fees. The General Fund Budget will increase 2.6% overall.

When valuation increases State Aid decreases. There is a 9.4% increase of the valuation due to new commercial properties, residential development, and continued strong home sales in communities. State Aid decreased \$7,619,008 from the previous year. A 3% property tax cap of overall local and state revenue means a maximum asking of \$88,596,784 total property taxes in General Fund and Special Building Fund by law. Mr. Richards commented the district is moving towards being a non-equalized district.

The budget will be voted on at the September 23, 2024, meeting of the Board, and the approved budget will then be submitted to the State and County by September 24, 2024. A Tax Request hearing will be held on September 23, 2024, prior to the regular board meeting. Action on the Tax Request will take place at the October 14, 2024, meeting of the Board.

Ms. Fisher commented on the district moving to becoming an unequalized district and asked if Mr. Richards had any idea as to when he thought the district would transition to being unequalized? Mr. Richards commented that by 2026 the district would be partially unequalized and fully in 2027 pending legislative changes to the state aid formula.

There being no further discussion or questions, the hearing was adjourned by Board President Madler at 6:24pm.

Ms. SuAnn Witt, Secretary
Board of Education

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
BOARD RETREAT PROCEEDINGS
September 9, 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 12:00pm Monday, September 9, 2024. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, NE 68046.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, September 4, 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. All board members were present: Ms. Valerie Fisher, Ms. SuAnn Witt, Mr. Skip Bailey, Mr. Brian Lodes, Ms. Lisa Wood, and Mr. Marcus Madler.

Dr. Rikli thanked the board members for giving their time to attend the meeting.

Board Self-Assessment, NASB:

Ms. Stacie Higgins from the Nebraska Association of School Boards (NASB) shared the results from the Board self-assessment each board member took. Ms. Higgins remarked the Board is a very healthy board with similar expectations in mind. They discussed the growth for the Board. Also discussed was adding a new subcommittee during the Legislative sessions. Ms. Higgins will provide follow-up from the retreat's discussion.

Board Items:

Live streaming was discussed and agreed to keep during the Board meetings. It was suggested that the Communications department provide staff with notice when the Board meetings are being held. Public comment was also discussed. The Board suggested that the President reiterated that the Board can't respond to constituent comment during the Public Comment time.

Behavior Data:

Ms. Shureen Seery provided "Behavior Action Steps (District Lens)" with the strategies that the district has implemented and the steps that are being taken to implement future plans. Ms. Wood shared her opinion as a previous Administrator on how staff feel after a student needs assistance with their behavior. The Board made suggestions on the district's next steps. During the September 23 board meeting a Behavior Presentation will be presented.

Building/Facilities/Boundary Update:

Mr. Brett Richards provided an update on the district's facilities that are under construction. Hickory Hill, Parkview Heights, Tara Heights, and Trumble Park are currently under construction and on schedule. The perimeter fencing projects, softball and baseball fields and safety and security film are being finalized. Upcoming projects include the YATP, New Elementary School, La Vista Middle School and Papillion Middle School updates.

Budget Parameters:

Mr. Richards shared that the budget presentation would be shared at the September 9th general meeting. The Board asked to not share information during the Retreat. Since it would be the same information shared with the public later.

Superintendent Goals, 2024-25:

The Board agreed that the proposed new goals for Dr. Rikli will be: 1. Re-start the district strategic planning process, 2. Develop communication and engagement strategies for district staff and residents, 3. Implement enhanced Curriculum, Instruction, and Technology priorities, 4. Expand district staff recruitment and retention, and succession planning strategies, 5. Implement plan for bond facility and safety projects. The Board made some suggestions to the annual goals. Dr. Rikli will revise his goals and share at the next Board meeting.

District Goals, Strategic Plan and CIP Update:

Ms. Shureen Seery shared the district goals for 2024/25. 1. Implement rigorous expectations and strategies across all systems for all students, 2. Strengthen the essential core practices to ensure academic achievement for all students. The district will participate in a 5-year accreditation visit January 2025. The district will start the planning process for the strategic plan after the accreditation visit.

Parent and Staff Survey Data:

Dr. Christopher Villareal shared the Communication Department's survey strategy for the Parent and Staff Survey that is conducted annually in April. The Board was asked their opinion on the timing of the survey, the design of the survey, and the types of questions on the survey. Dr. Villareal will discuss the Board's recommendations with Cabinet to better understand the next steps to revamp the surveys.

There being no further business, the meeting adjourned at 3:58 p.m.

SuAnn Witt, Secretary
Board of Education
Papillion La Vista Community Schools

Subject: Adoption of 2024-25 Budget of Funds

Meeting Date: September 23, 2024

Prior Meeting Discussion Date: *Hearing:* September 9, 2024

Department: Business Services

Action Desired: Approval X Discussion _____ Information Only _____

Background:

As required, the Board must formally adopt the school district budget for all funds. The public hearing was held September 9, 2024, at 6:00 PM. Copies of the budget hearing were available at the meeting. Actions recommended are as follows:

1. Approval of the General Fund budget for 2024-25 in the amount of \$165,550,716.
2. Approval of the Depreciation Fund budget for 2024-25 in the amount of \$2,700,000.
3. Approval of the Special Building Fund budget for 2024-25 in the amount of \$33,058,561.
4. Approval of the Bond Fund budget for 2024-25 in the amount of \$19,397,039.
5. Approval of the School Nutrition Fund budget for 2024-25 in the amount of \$8,700,000.
6. Approval of the Cooperative Fund budget for 2024-25 in the amount of \$190,202.
7. Approval of the Student Fee Fund budget for 2024-25 in the amount of \$1,500,000.
8. Approval of the Activity Fund budget for 2024-25 in the amount of \$3,700,000.

Recommendation: Motion to approve the adoption of the Papillion La Vista Community School’s budget for 2024-25 as presented on the attached Budget Resolution and State Budget Forms.

Responsible Person: Brett Richards

Superintendent’s Approval _____

 Signature

RETURN TO AGENDA

**2024-25 SCHOOL DISTRICT BUDGET RESOLUTION
FOR
SARPY COUNTY SCHOOL DISTRICT #77-0027**

WHEREAS, public notice was given at least five days in advance of a Special Public Hearing called for the purpose of discussing and approving or modifying the District’s Budget Requests for the 2024-25 school fiscal year for all Funds of Sarpy County School District #77-0027; and,

WHEREAS, such Special Public Hearing was held before the Board of Education of Sarpy County School District 77-0027 at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication is attached hereto as required by law; and,

WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and,

WHEREAS, the Board, after having reviewed the District’s Budget for each said fund, and after public consideration of the matter, has determined that the Final Budgets as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2024-25 school fiscal year.

NOW BE IT THEREFORE RESOLVED FOR THE SCHOOL YEAR 2024-25:

- (1) The Budget for the General Fund should be, and hereby is set at \$165,550,716;
- (2) The Budget for the Depreciation Fund should be, and hereby is set at \$2,700,000;
- (3) The Budget for the Special Building Fund should be, and hereby is set at \$33,058,561;
- (4) The Budget for the Bond Fund should be, and hereby is set at \$19,397,039;
- (5) The Budget for the School Nutrition Fund should be, and hereby is set at \$8,700,000;
- (6) The Budget for the Cooperative Fund should be, and hereby is set at \$190,202;
- (7) The Budget for the Student Fee Fund should be, and hereby is set at \$1,500,000;
- (8) The Budget for the Activity Fund should be, and hereby is set at \$3,700,000.

It is so moved by _____ and seconded by _____ this 23rd day of September, 2024.

Roll Call vote as follows:

Marcus Madler	YES	NO	Absent
Valerie Fisher	YES	NO	Absent
SuAnn Witt	YES	NO	Absent
Skip Bailey	YES	NO	Absent
Brian Lodes	YES	NO	Absent
Lisa Wood	YES	NO	Absent

The undersigned herewith certifies, as Secretary of the Board of Education Sarpy County School District #77-0027, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

_____, Secretary

**2024-2025
STATE OF NEBRASKA
SCHOOL DISTRICT BUDGET FORM**

County-District #: 77-0027-00 Class #: III
Papillion La Vista Community Schools
TO THE COUNTY BOARD AND COUNTY CLERK OF
Sary County
This budget is for the Period **SEPTEMBER 1, 2024** through **AUGUST 31, 2025**

Upon Filing, The School Certifies the Information Submitted on this Form to be Correct:

AMOUNT OF PERSONAL AND REAL PROPERTY TAX REQUIRED FOR:	Principal and Interest on Bonds		All Other Purposes		TOTAL
General Fund	\$	-	\$	86,996,784.00	\$ 86,996,784.00
Bond Fund(s) <i>[If More Than 1 Bond Fund - Total All Together]</i>	\$	18,434,106.00	\$	1,600,000.00	\$ 18,434,106.00
Special Building Fund	\$	-	\$	-	\$ 1,600,000.00
Qualified Capital Purpose Undertaking Fund	\$	-	\$	-	\$ -
Total All Funds	\$	18,434,106.00	\$	88,596,784.00	\$ 107,030,890.00

Outstanding Bonded Indebtedness as of September 1, 2024
(Include Bond Fund(s) and Qualified Capital Purpose Undertaking Fund)

\$ 185,040,000.00	Principal
\$ 63,753,469.00	Interest
\$ 248,793,469.00	Total Outstanding Bonded Indebtedness

Total Certified Valuation (All Counties)	\$ 9,554,460,395
<i>(Certification of Valuation(s) from County Assessor MUST be attached)</i>	
Report of Joint Public Agency & Interlocal Agreements	
Was this Subdivision involved in any Interlocal Agreements or Joint Public Agencies for the reporting period of July 1, 2023 through June 30, 2024?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<i>If YES, Please submit Interlocal Agreement Report by September 30th.</i>	
Report of Trade Names, Corporate Names & Business Names	
Did the subdivision operate under a separate Trade Name, Corporate Name, or other Business Name during the period of July 1, 2023 through June 30, 2024?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<i>If YES, Please submit Trade Name Report by September 30th.</i>	

County Clerk's Use Only

Has your School District held a successful election to override the levy limits provided in Statute 77-3442, which is in effect for 2024-2025 school fiscal year?
 YES NO

Submission Information

APA Contact Information

Auditor of Public Accounts
PO Box 98917
Lincoln, NE 68509

Telephone: (402) 471-2111 FAX: (402) 471-3301
Website: auditors.nebraska.gov

Budget Due by 9-30-2024

Submit budget to:

- Auditor of Public Accounts - Electronically on Website or Mail
- County Board (SEC. 13-508), C/O County Clerk
- Nebraska Dept. of Education - Upload to NDE Portal only

Questions - E-Mail: Jeff.Schreier@nebraska.gov

BUDGET STATEMENT AND CERTIFICATION OF TAX

County-District # 77-0027-00
 Papillion La Vista Community Schools

2024-2025 BUDGET ADOPTED									
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL BUDGET OF DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	NECESSARY CASH RESERVE (Column 8)	TOTAL REQUIREMENTS (Col 7 + Col 8) (Column 9)
General	31,982,197.00	92,439,946.00	86,126,817.00	178,566,763.00	24,986,812.00	140,563,904.00	165,550,716.00	13,016,047.00	178,566,763.00
Depreciation	2,568,468.00	2,700,000.00		2,700,000.00			2,700,000.00		2,700,000.00
Employee Benefit	-	-		-			-	-	-
Contingency	-	-		-			-	-	-
Activities	729,129.00	4,429,129.00		4,429,129.00			3,700,000.00	729,129.00	4,429,129.00
School Nutrition	10,280,675.00	17,901,675.00		17,901,675.00			8,700,000.00	9,201,675.00	17,901,675.00
Bond	19,818,254.00	20,823,499.00	18,249,765.00	39,073,264.00			19,397,039.00	19,676,225.00	39,073,264.00
Special Building	12,310,026.00	31,474,561.00	1,584,000.00	33,058,561.00			33,058,561.00		33,058,561.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-	-
Cooperative	15,202.00	190,202.00		190,202.00			190,202.00	-	190,202.00
Student Fee	160,253.00	1,660,253.00		1,660,253.00			1,500,000.00	160,253.00	1,660,253.00
TOTAL ALL FUNDS	77,864,204.00	171,619,265.00	105,960,582.00	277,579,847.00	24,986,812.00	140,563,904.00	234,796,518.00	42,783,329.00	277,579,847.00

PERSONAL AND REAL PROPERTY TAX RECAP

	PERSONAL AND REAL PROPERTY TAXES FROM COLUMN 3 (Line A)	COUNTY TREASURER'S COMMISSION 1% OF TAXES COLLECTED (Line B)	TOTAL PERSONAL AND REAL PROPERTY TAXES (Line A + Line B) (Line C)	General Fund	Bond Fund(s) [Total Of All Bond Funds]	Special Building Fund	Qualified Capital Purpose Undertaking Fund
	86,126,817.00	869,967.00	86,996,784.00	86,126,817.00	18,249,765.00	1,584,000.00	-
				869,967.00	184,341.00	16,000.00	-
				86,996,784.00	18,434,106.00	1,600,000.00	-

CERTIFIED STATE AID MOTOR VEHICLE TAXES

\$ 21,053,217.00	\$ 7,700,000.00
------------------	-----------------

COUNTY TREASURER'S BALANCE, 9-1-2024

2,627,999.00	818,254.00	100,000.00	-
--------------	------------	------------	---

2023-2024 ACTUAL/ESTIMATED								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	32,264,723.00	100,652,192.00	79,500,000.00	180,152,192.00	24,076,875.00	124,093,120.00	148,169,995.00	31,982,197.00
Depreciation	2,668,468.00	3,668,468.00		3,668,468.00			1,100,000.00	2,568,468.00
Employee Benefit	-	-		-			-	-
Contingency	-	-		-			-	-
Activities	729,129.00	3,729,129.00		3,729,129.00			3,000,000.00	729,129.00
School Nutrition	9,959,675.00	17,280,675.00		17,280,675.00			7,000,000.00	10,280,675.00
Bond	17,418,009.00	19,818,254.00	17,184,298.00	37,002,552.00			17,184,298.00	19,818,254.00
Special Building	9,780,491.00	35,510,026.00	2,000,000.00	37,510,026.00			25,200,000.00	12,310,026.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	15,202.00	205,404.00		205,404.00			190,202.00	15,202.00
Student Fee	135,253.00	1,410,253.00		1,410,253.00			1,250,000.00	160,253.00
TOTAL ALL FUNDS	72,970,950.00	182,274,401.00	98,684,298.00	280,958,699.00	24,076,875.00	124,093,120.00	203,094,495.00	77,864,204.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

MOTOR VEHICLE TAXES
\$ 7,500,000.00

2022-2023 ACTUAL								
	TOTAL BEGINNING BALANCE (Column 1)	TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES (Including Beginning Balances) (Column 2)	PERSONAL AND REAL PROPERTY TAXES (Column 3)	TOTAL RESOURCES AVAILABLE (Col 2 + Col 3) (Column 4)	TOTAL DISBURSEMENTS & TRANSFERS - SPECIAL EDUCATION (Column 5)	TOTAL DISBURSEMENTS & TRANSFERS - NON-SPECIAL EDUCATION (Column 6)	TOTAL DISBURSEMENTS & TRANSFERS (Col 5 + Col 6) (Column 7)	TOTAL ENDING BALANCE (Col 4 - Col 7) (Column 8)
General	36,835,484.00	104,059,261.00	71,011,225.00	175,070,486.00	22,631,604.00	120,174,159.00	142,805,763.00	32,264,723.00
Depreciation	2,835,476.00	3,835,476.00		3,835,476.00			1,167,008.00	2,668,468.00
Employee Benefit	-	-		-			-	-
Contingency	-	-		-			-	-
Activities	768,895.00	3,387,658.00		3,387,658.00			2,658,529.00	729,129.00
School Lunch	9,100,601.00	16,354,253.00		16,354,253.00			6,394,578.00	9,959,675.00
Bond	18,212,426.00	20,611,531.00	16,106,239.00	36,717,770.00			19,299,761.00	17,418,009.00
Special Building	12,204,771.00	22,171,243.00	1,888,020.00	24,059,263.00			14,278,772.00	9,780,491.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	15,202.00	98,063.00		98,063.00			82,861.00	15,202.00
Student Fee	180,671.00	1,218,125.00		1,218,125.00			1,082,872.00	135,253.00
TOTAL ALL FUNDS	\$ 80,153,526.00	171,735,610.00	89,005,484.00	260,741,094.00	22,631,604.00	120,174,159.00	187,770,144.00	72,970,950.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

MOTOR VEHICLE TAXES
\$ 7,421,495.00

CORRESPONDENCE INFORMATION

ENTITY OFFICIAL ADDRESS

If no official address, please provide address where correspondence should be sent

NAME
ADDRESS
CITY & ZIP CODE
TELEPHONE
WEBSITE

Papillion La Vista Schools
420 S Washington St.
Papillion, NE 68046
402-537-6200
www.plcschools.org

BOARD CHAIRPERSON

NAME Marcus Madler

TITLE /FIRM NAME Chairperson

TELEPHONE 402-537-6200

EMAIL ADDRESS marcus.madler@plcschools.org

CLERK/TREASURER/SUPERINTENDENT/OTHER

NAME Brett Richards

TITLE Asst. Superintendent Business Services

TELEPHONE 402-537-6200

EMAIL ADDRESS brett.richards@plcschools.org

PREPARER

NAME Brett Richards

TITLE Asst. Superintendent Business Services

TELEPHONE 402-537-6200

EMAIL ADDRESS brett.richards@plcschools.org

For Questions on this form, who should we contact (please check one): Contact will be via email if supplied.

Board Chairperson

Clerk / Treasurer / Superintendent / Other

Preparer

2024-2025 ALLOWABLE GROWTH PERCENTAGE COMPUTATION FORM

CALCULATION OF ALLOWABLE GROWTH PERCENTAGE

Prior Year Non-Bond Property Tax Request (1) \$ 83,030,302.00
*(Total Personal and Real Property Tax Required for All Other Purposes from **prior year** budget - Cover Page)*

Base Limitation Percentage Increase (2%) 2.00 % (2)

Real Growth Percentage Increase

$$\frac{234,752,816.00}{2024 \text{ Real Growth Value per Assessor}} \div \frac{8,472,671,845.00}{\text{Prior Year Total Real Property Valuation per Assessor}} = \underline{2.77} \% (3)$$

Total Allowable Growth Percentage Increase (Line 2 + Line 3) (4) 4.77 %

Allowable Dollar Amount of Increase to Property Tax Request (Line 1 x Line 4) (5) \$ 3,960,545.41

TOTAL PROPERTY TAX REQUEST (Line 1 + Line 5) (6) \$ 86,990,847.41
(Without needing to attend Joint Public Hearing, or be included on postcard notification)

ACTUAL PROPERTY TAX REQUEST

2024-2025 ACTUAL Non-Bond Property Tax Request (7) \$ 88,596,784.00
(Total Personal and Real Property Tax Required for All Other Purposes from Cover Page)

Property Tax Request exceeds allowable growth percentage. Political subdivision **MUST complete the postcard notification requirements, and participate in the joint public hearing.**

If line (7) is **greater than** line (6), your political subdivision **is required** to participate in the joint public hearing, and complete the postcard notification requirements of §77-1633. You must provide the required information to the County Assessor electronically by September 4th. You are not required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632. The joint public hearing is completed in lieu of this hearing.

If line (7) is **less than** line (6), your political subdivision **is not required** to participate in the joint public hearing, or complete the postcard notification requirements of §77-1633. You are required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632.

SCHEDULE A GENERAL FUND LID EXCLUSIONS

County-District #

77-0027-00

Papillion La Vista Community Schools

Line No.	2024-2025 Amount Budgeted To Spend
1	
2	
3	
4	
5	
6	
7	
8	
9	\$ -
10	
11	
12	
13	
14	
15	
16	
17	\$ -
18	
19	\$ 315,000.00
20	\$ 2,308,819.00
21	
22	\$ 2,623,819.00

Papillion La Vista Community Schools
Schedule B - Levies

Levy Limit Compliance

NOTE: The Schedule portion below is to determine if the School District has met the levy limitations:

Line No.	General Fund (Column A)	Bond Funds (Column B)	Special Building Funds (Column C)	Qualified Capital Purpose Undertaking Funds (Column D)
1	86,996,784.00	18,434,106.00	1,600,000.00	-
2	Exclusions:			
3	-	18,434,106.00	-	-
4	-	-	-	-
5	-	-	-	-
6	315,000.00	-	-	-
7	-	-	-	-
8	-	-	-	-
9	-	-	-	-
10	-	-	-	-
11	-	-	-	-
12	315,000.00	18,434,106.00	-	-
13	86,681,784.00	-	1,600,000.00	-
14	9,554,460,395	9,554,460,395	9,554,460,395	9,554,460,395
15	0.907239	0.000000	0.016746	0.000000
16	Total Levy for Compliance 0.932985			

Property Tax Request MUST also be within the School District's Property Tax Request Authority.

If the total levy on Line 16 is \$1.05, or less, the levy limitation per State Statute Section 77-3442 has been met.

If Total of Line 16 is greater than \$1.05 and you did not hold a successful election to override the levy, you are in violation of the levy lid. The school district must reduce property taxes to meet the levy limitation.

If Total of Line 16 is greater than \$1.05 and you held a successful election to override the levy, which is in effect for the you must attach a copy of the election ballot and the certified election returns to your budget.

Qualified Capital Purpose Undertaking Fund Levy. A district may only exceed the maximum levy of five and one-fifth cents per one hundred dollars of taxable valuation in any year if (i) the taxable valuation of the district is lower than the taxable valuation in the year in which the district last issued capital purpose undertaking bonds or (ii) such maximum levy is insufficient to meet the annual principal and interest obligations for all capital purpose undertaking bonds. Projects beginning after April 19, 2016 can only have a maximum levy of three cents per one hundred dollars of taxable valuation in any year. (Statute 79-10.110 & 79-10.110.02).

Special Building Fund Levy. Limit on Building Fund levy of 14 cents (Statute 79-10.120)

REMINDER: School districts that have combined levies greater than \$1.20 or the combined levies that exceeded the maximum levy approved at a special election may be subject to petitions for the free holding of territory. Combined levies do not include levies for bonded indebtedness approved by the voters of a school district or levies for the refinancing of such bonded indebtedness.

Voluntary Termination Exclusions

Line 5 Amounts to pay for current and future sums agreed to be paid by a school district to certificated employees in exchange for a voluntary termination of employment occurring prior to 9/1/17
 Line 6 Amount levied by school district at maximum levy to pay for current and future qualified voluntary termination incentives for certificated teachers pursuant to statute. Payments cannot exceed \$35,000, must be paid within 5 years, will result in savings to the school, were not included in a collective bargaining agreement
 Line 7 Amounts levied by school district at maximum levy to pay for 50% of the current and future sums agreed to be paid to certificated employees in exchange for voluntary termination between 9/1/18 to 8/31/19 as a result of collective bargaining agreement in force on 9/1/17

Levies Expected to be Set by County

NOTE: The Schedule portion below is to assist with the Levy setting process.

Fund	Property Taxes	Valuation	Expected Levy
General Fund	\$ 86,996,784.00	\$ 9,554,460,395	0.910536
Special Building Fund	\$ 1,600,000.00	\$ 9,554,460,395	0.016746
Bond Fund 4	\$ 3,615,018.00	\$ 9,225,361,563	0.039186
Bond Fund 5	\$ 4,022,838.00	\$ 9,225,361,563	0.043606
Bond Fund 6	\$ 7,298,374.00	\$ 9,453,595,142	0.078260
Bond Fund 7	\$ 3,397,876.00	\$ 9,548,729,351	0.035685
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
Total	\$ 107,030,890.00		\$ 1.123919

Must agree to Cover

Superintendent Pay Transparency Notice—Proposed Contract- Dr. Andrew Rikli

Notice is hereby given that Papillion La Vista Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on June 24, 2024 at 6 pm at the Central Office at 420 S. Washington St., Papillion, Nebraska.

After the 2024/25 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2024/25 year and future years are listed below:

	2024/25 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 263,004.65	\$ 526,009.30	\$ 789,013.95
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 17,333.82	\$ 34,667.64	\$ 52,001.46
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district			\$ -
• District's share of retirement, FICA and Medicare	\$ 40,261.30	\$ 80,522.60	\$ 120,783.90
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 4,000.00	\$ 8,000.00	\$ 12,000.00
• Cell Phone/Internet reimbursement	\$ 1,080.00	\$ 2,160.00	\$ 3,240.00
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement	\$ 7,500.00	\$ 15,000.00	\$ 22,500.00
• Mileage Allowance	\$ 6,000.00	\$ 12,000.00	\$ 18,000.00
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above	\$ 38,446.69	\$ 76,893.38	\$ 115,340.07
Totals:	\$ 377,626.46	\$ 755,252.92	\$ 1,132,879.38

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Papillion La Vista Community Schools (77-0027-00) in Sarpy County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 9 day of September, 2024 at 6 o'clock, P.M., at Central Office, 420 S. Washington St., Papillion, NE 68046 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2022-2023 (1)	2023-2024 (2)	2024-2025 (3)			
General	\$ 142,805,763.00	\$ 148,169,995.00	\$ 165,550,716.00	\$ 13,016,047.00	\$ 92,439,946.00	\$ 86,996,784.00
Depreciation	\$ 1,167,008.00	\$ 1,100,000.00	\$ 2,700,000.00		\$ 2,700,000.00	
Employee Benefit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -		\$ -	\$ -
Activities	\$ 2,658,529.00	\$ 3,000,000.00	\$ 3,700,000.00	\$ 729,129.00	\$ 4,429,129.00	
School Nutrition	\$ 6,394,578.00	\$ 7,000,000.00	\$ 8,700,000.00	\$ 9,201,675.00	\$ 17,901,675.00	
Bond	\$ 19,299,761.00	\$ 17,184,298.00	\$ 19,397,039.00	\$ 19,676,225.00	\$ 20,823,499.00	\$ 18,434,106.00
Special Building	\$ 14,278,772.00	\$ 25,200,000.00	\$ 33,058,561.00		\$ 31,474,561.00	\$ 1,600,000.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ 82,861.00	\$ 190,202.00	\$ 190,202.00	\$ -	\$ 190,202.00	
Student Fee	\$ 1,082,872.00	\$ 1,250,000.00	\$ 1,500,000.00	\$ 160,253.00	\$ 1,660,253.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 187,770,144.00	\$ 203,094,495.00	\$ 234,796,518.00	\$ 42,783,329.00	\$ 171,619,265.00	\$ 107,030,890.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ 18,434,106.00	\$ 88,596,784.00	\$ 107,030,890.00

Notice of Special Hearing To Set Final Tax Request

Papillion La Vista Community Schools (77-0027-00) in Sarpy County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 23 day of September 2024 at 6 o'clock P.M., at Central Office, 420 S. Washington St., Papillion, NE 68046 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2023-2024	2024-2025	Change
Property Valuations	8,736,497,439	9,584,460,395	9%

2023-2024 Budget Information

Fund	2023-2024 Operating Budget	2023-2024 Property Tax Request	2023 Tax Rate	Property Tax Rate (2023-2024 Request Divided By 2023 Valuation)	2024-2025 Operating Budget	2024-2025 Proposed Property Tax Request	Proposed 2024 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	161,407,143.00	81,101,100.00	0.927281	0.848830	165,550,716.00	86,996,784.00	0.910536	-2%	3%
Bond Fund- K-12	22,500,000.00	17,184,298.00	0.199553	0.179856	19,397,039.00	18,434,106.00	0.196637	-1%	-14%
Special Building Fund	32,550,000.00	2,020,202.00	0.023124	0.021144	33,058,561.00	1,600,000.00	0.016746	-28%	2%
Total	216,457,143.00	100,305,600.00	1.149938	1.049830	218,006,316.00	107,030,890.00	1.123919	-2%	1%

2024-2025 Budget Information

Subject: Policy #4143 – Temporary Early Retirement

Meeting Date: September 23, 2024

Prior Meeting Discussion Date: HS Sub Committee Mtg – September 16, 2024

Department: Human Resources

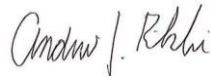
Action Desired: Approval X Discussion _____ Information Only _____

Background:

Policy 4143 is a Temporary Early Retirement Incentive Program (TERIP) is available for eligible certificated employees who are considering retirement plans effective at the end of each school year. Annually the Board will need to act on the policy each year to modify the dates and set the number of applications they will approve. The current early retirement policy authorizes the approval of 15 applications.

Recommendation: Move to approve up to 15 applications for the 2024/25 school year for early retirement.

Responsible Person: Dr. Kati Settles



Superintendent's Approval _____

Signature

RETURN TO AGENDA

5 Series Name: 4000 – Personnel

Topic: 4100 – Certificated Employees

Policy: 4143 – Temporary Early Retirement Incentive Policy

The Board may adopt a Temporary Early Retirement Incentive Program ("TERIP") to encourage eligible certificated employees who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2024-25 school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early leaving decisions to complete such decisions.
2. To reduce costs to Papillion La Vista Community Schools ("School District") by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

Procedure 4143 - Temporary Early Retirement Incentive Program

A. QUALIFICATIONS:

1. **Permanent Certificated Employee:** To be a participant a person must be employed by the School District, as of date of acceptance of the person's application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education. Employees on an approved leave of absence and who meet all other criteria will be eligible, however, the time on leave will not be considered creditable service unless required by law (e.g., military leave). Employees in administrative positions are not eligible.

2. **Full-Time Equivalency:** To be a participant a person must be employed at least half-time (0.5 F.T.E.) with the School District in a position requiring that the employee have a certificate issued by the Nebraska Department of Education.

3. **Minimum and Maximum Age and Creditable Service:** To be a participant a person must be at least fifty-five (55) years of age and have completed at least fifteen (15) years of credited service to the School District. The minimum and maximum age and years of service are to be determined as of August 31, 2025. A participant may not be a person who would have been ineligible under the terms of the former Policy 4142.

Credited service shall include the employee's final year of service. Years of service with the School District need not be consecutive. Military service, or other leave required to be granted according to law, shall be included as credited years of service. Part-time employment of less than 1.0 F.T.E will be prorated when determining years of credited service with the School District.

4. **Terminated Employee's Ineligibility:** An employee who has received written notice of possible cancellation, termination or nonrenewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be canceled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

B. B. ENROLLMENT REQUIREMENTS:

1. **Resignation:** Employee participants in the program shall resign their employment and teaching positions with the School District effective at the close of the 2024-2025 school year, in consideration for the benefits outlined in paragraph “D” below. The certificated employee participating in this program may be re-employed by the School District. The certificated employee may be employed for other non-certificated employee duties with compensation determined by the established pay rates for persons performing that duty. If re-employed in a certificated position at 0.5 F.T.E or greater, the employee’s educational experience (degree/hours) may be used for salary schedule placement, however, the employee’s years of experience shall not include any years of experience that occurred prior to approval of a Temporary Early Retirement Agreement or a Voluntary Separation Agreement with Papillion La Vista Community Schools. This provision shall not apply to substitute teaching or consulting for the School District on a per diem or hourly basis. The employee will not be eligible for a subsequent early retirement incentive program.

2. **Application and Agreement:** Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application and Agreement Form to the Assistant Superintendent of Human Resources on or before **December 1, 2024**. Failure to submit the application and agreement within the time frame specified shall result in the rejection of such application or agreement.

The Assistant Superintendent of Human Resources shall review the employee’s record to determine eligibility. If eligible, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

3. **Acceptance or Rejection of Applications:** The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues. The Board of Education may grant preferences if numerous applications are filed based on: (1) length of service with the School District, (2) salary levels of the applicants (3) programs to be offered, (4) areas of certification and endorsement, (5) state and federal regulations which may mandate certain employment practices, (6) special qualifications which may require specific training and/or experience, (7) contributions to activity programs, (8) qualifications based on past performance and competence as determined by the Assistant Superintendent of Human Resources through employee evaluation procedures and review of any prior disciplinary action of incidents, and (9) the organizational and educational impact created by multiple part time certificated employees. The Board will approve up to **fifteen (15) applications** for the 2024-25 school year.

C. BENEFITS:

1. **Severance Benefit:** A qualified certificated employee who has requested and been accepted for participation in the TERIP shall receive a severance benefit equal to Thirty-five Thousand Dollars (\$35,000.00).

2. **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution to a 403(b) custodial account selected by the District. **The severance benefit payment shall be paid on or about September 15, 2025.**

The non-elective contribution described herein will not exceed any Internal Revenue Code or other limit imposed by law at the time the contribution is made. If the School District determines that a contribution, together with any other contributions on behalf of the Certificated Employee, would cause the Certificated Employee to exceed the maximum allowed by law, the excess shall be paid to the Certificated Employee in cash, less required withholding.

3. **Source of Funds:** The School District shall pay the entire cost of the plan.
4. **Administration:** This Plan shall be administered by the Board of Education by and through the administration of the school district.

**PAPILLION LA VISTA COMMUNITY SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION AND AGREEMENT**

NOTE: THIS APPLICATION AND AGREEMENT MUST BE SUBMITTED TO THE ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES ON OR BEFORE DECEMBER 01, 2024.

This Temporary Early Retirement Incentive Program (“TERIP”) Application and Agreement is offered and made by Sarpy County School District 0027, a/k/a Papillion La Vista Community Schools (“School District”), and

_____ (“Certificated Employee Name”)
_____ (Address)
_____ Nebraska _____ (Zip Code)
_____ (Phone)

WHEREAS, the School District has established a TERIP to be offered during the 2024-2025 school year only, for the purpose of encouraging eligible certificated employees who are considering an early leave decision to accelerate their retirement plans: and,

WHEREAS, the Certificated Employee is desirous of voluntarily participating in the TERIP and voluntarily resigning from employment; and,

WHEREAS, the Certificated Employee affirms as a condition of this Application that the Certificated Employee is eligible for the TERIP and specifically meets each of the following conditions for eligibility:

1. the Certificated Employee is employed by the School District, as of date of acceptance of the application, in a half-time (0.5 F.T.E. or more) position requiring that the employee have a certificate issued by the Nebraska Department of Education and not in an administrative position;
2. the Certificated Employee is at least fifty-five (55) years of age as of August 31, 2025 and has completed at least fifteen (15) years of credited service to School District as of August 31, 2025;
3. the Certificated Employee is less than sixty-six (66) years of age as of August 31, 2025; and
4. the Certificated Employee has not received written notice of possible cancellation, termination, or non-renewal for reasons other than reduction in force.

WHEREAS, the Certificated Employee acknowledges that:

1. forty-five (45) or more days prior to the Certificated Employee’s execution of this Application and Agreement, the Certificated Employee received the TERIP Policy and Application Form and a Memorandum from the Assistant Superintendent of Human Resources, which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the TERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;
2. the Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and Agreement;
3. the Certificated Employee has had 45 or more days to consider participation in the TERIP;

4. the Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven days following the execution of the TERIP Application and Agreement, to revoke the Agreement, and that the TERIP Application and Agreement does not become effective or enforceable until the revocation period has expired; and
5. the Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Application and Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE'S RESIGNATION: The Certificated Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee's employment with the School District effective at the end of the 2024-2025 school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee's continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. Section 79-824 to 79-839 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the 2024-2025 school year. The Certificated Employee authorizes the School District to approve and accept this Application and Agreement immediately upon its submission.

The School District, by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee's resignation, ending all employment relations between the School District and the Certificated Employee effective at the end of the 2024-2025 school year.

2. EARLY RETIREMENT BENEFITS: In consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in this Application and Agreement, the Certificated Employee shall receive the following benefits and payments:

(a) **Severance Benefit:** Certificated Employee shall be paid the sum of Thirty-five Thousand Dollars (\$35,000.00).

(b) **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution to a 403(b) annuity as established by the School District. The severance benefit payment shall be paid on or about September 15, 2025.

3. WAIVER AND RELEASE OF CLAIMS: By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. '1988, or the like, with respect to, arising out of, or in relation to the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

1. under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. '621 et seq.), and the Nebraska Age Discrimination in Employment Act (Neb. Rev. Stat. '48-1001 et seq.);

2. under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. '1001 et seq.)
3. under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);
4. under the Civil Rights Act of 1866 and 1871 (42 U.S.C. '1981, through and including 42 U.S.C. '1988);
5. under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. '2601 et seq.);
6. under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.); the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-148 and other state and local laws;
7. under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;
8. of or relating to discrimination on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;
9. for breach of contract or tort, including but not limited to negligence, libel, slander, and breach of confidentiality or privacy;
10. of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Certificated Employee's employment with the School District, this Application and Agreement, the TERIP, or the Certificated Employee's resignation from such employment.

This waiver and release is given in exchange for good and valuable consideration (the TERIP severance benefit) beyond that to which the Certificated Employee is otherwise entitled pursuant to law or agreement. Notwithstanding any of the foregoing, nothing in this Agreement prevents the Certificated Employee from filing a claim with or participating in investigations initiated by any government agency charged with enforcement of any law. As stated above, the Certificated Employee has waived the right to recover monetary damages or other individual relief in connection with any such charge, claim or investigation.

4. LEGAL NOTICES

- (a) Consult Attorney. The Certificated Employee is advised to consult with an attorney before entering into the TERIP by signing this Application and Agreement.
- (b) Time to Consider. The Certificated Employee is given a period of at least 45 days within which to consider the TERIP policy and the Application and Agreement. The Certificated Employee acknowledges that the Certificated Employee has had sufficient time to consider the waiver and release of claims and all other matters contained in this Application and Agreement.

In the event the Certificated Employee signs this Application and Agreement prior to the 45 day time period, the Certificated Employee hereby states and affirms that: (1) the Certificated Employee’s decision to accept such shortening of time is knowing and voluntary; (2) the Certificated Employee’s decision to accept such shortening of time was not induced by the School District through fraud or misrepresentation, and (3) the Certificated Employee’s decision to accept such shortening of time was not induced by the School District through a threat to withdraw or alter the offer prior to the expiration of the 45 day time period, or by providing different terms to employees who sign the release prior to the expiration of such time period.

- (c) Right to Revoke. The Certificated Employee has the right, for a period of seven (7) days following the execution of this Application and Agreement, to revoke this Application and Agreement. This Application and Agreement shall not become effective or enforceable until the revocation period has expired.

Certificated Employee

Date

Acceptance

The above Temporary Early Retirement Incentive Program Application and Agreement is hereby accepted and approved by Sarpy County School District 0027; a/k/a Papillion La Vista Community Schools.

DATED this 9th day of December 2024.

**SARPY COUNTY SCHOOL DISTRICT 0027,
A/K/A PAPHILLION LA VISTA COMMUNITY
SCHOOLS**

BY:

President or Other Duly Authorized School Official

**ACKNOWLEDGMENT OF RECEIPT
OF PAPILLION LA VISTA COMMUNITY SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE POLICY
APPLICATION AND AGREEMENT**

The undersigned hereby acknowledges receipt of a copy of the Memo entitled **NOTICE OF PROGRAM AND ADEA INFORMATION**, along with the listing of numbers of ages of eligible and non-eligible employees and the Temporary Early Retirement Incentive Policy (TERIP) and the TERIP Application and Agreement this ____ day of _____, 2024.

Certificated Employee

**PAPILLION LA VISTA COMMUNITY SCHOOLS
Temporary Early Retirement Incentive Program**

NOTICE OF PROGRAM AND ADEA INFORMATION

To: All Eligible Certificated Employees

From: Assistant Superintendent of Human Resources
Papillion La Vista Community Schools

Date: September 25, 2024

Re: Important information concerning the Temporary Early Retirement Program

(A) **Eligibility Requirements:** The eligibility requirements for participation in the program are set forth in the policy and application form. Copies of the policy and application form are attached to this memo.

(B) **Enrollment Requirements:** All persons who are eligible and wish to apply for participation in the Papillion La Vista Community Schools Early Retirement Program must sign the agreement and return it to the Human Resources Office within forty-five (45) days after application forms for participation in the Plan are made available to eligible employees and within the deadline specified in the TERIP Policy. Once the signed application is returned to the Human Resources Office, the employee has seven (7) days to revoke the waiver agreement. All persons are advised to consult with an attorney before entering into the TERIP or signing the Application and Agreement.

(C) **ADEA Age Information:** The ADEA requires that information be provided on the ages of those eligible and of those not eligible, by position. Attached is a listing of the ages and job title (“certificated employee”) of the employees who are or may be eligible to participate in this early retirement program, and who are not eligible to participate in the Temporary Early Retirement Program.

Number of certificated employees of each age (as of 8-31-25) who meet and do not meet eligibility requirements for the Papillion La Vista Community Schools Temporary Early Retirement Program. Eligibility based on age greater than 54 and less than 66 and years district equal to or greater than 15 years. ****Note - Years in district figured as of 9-18-2024****

Job Title	Age as of 8-31-2025	Sum of Number Eligible	Sum of Number Not Eligible	Sum of Total
Certified/Licensed Specialist Employees	22	0	1	1
	23	0	7	7
	24	0	15	15
	25	0	28	28
	26	0	27	27
	27	0	24	24
	28	0	25	25
	29	0	28	28
	30	0	25	25
	31	0	27	27
	32	0	20	20
	33	0	23	23
	34	0	33	33
	35	0	29	29
	36	0	30	30
	37	0	45	45
	38	0	26	26
	39	0	29	29
	40	0	21	21
	41	0	32	32
	42	0	28	28
	43	0	31	31
	44	0	41	41
	45	0	42	42
	46	0	35	35
	47	0	30	30
	48	0	31	31
	49	0	20	20
	50	0	23	23
	51	0	23	23
	52	0	23	23
	53	0	20	20
	54	0	23	23
	55	13	4	17
	56	7	6	13
	57	10	1	11
	58	7	3	10
	59	10	7	17
	60	5	2	7
	61	4	2	6
	62	7	1	8
	63	2	4	6
	65	2	1	3
	66	0	2	2
	67	0	2	2
	(blank)	0	1	1
Grand Total		67	901	968

Subject: Superintendent’s Performance Goals Update, 2024-25

Meeting Date: September 23, 2024

Prior Meeting Discussion Date:

Department: Administration

Action Desired: Approval _____ Discussion X Information Only _____

Background:

The Papillion La Vista Schools Board of Education, working in collaboration with the Superintendent, developed several goals for the 2024-25 school year. The attached summary outlines each of the goals.

Six new goals were proposed for the Superintendent to implement during the 2024-25 school year. These goals serve as the foundation for Dr. Rikli’s annual Superintendent evaluation by the Board of Education during the 2024-25 school year. Dr. Rikli typically provides the Board a mid-year update on his progress in November or December. The Board will be presented with a final summary of his progress at the conclusion of the 2024-25 school year in May.

1. Re-start the District Strategic Planning Process
2. Develop Communication & Engagement strategies for district staff and resident
3. Implement enhanced Curriculum, Instruction, and Technology priorities
4. Expand District staff recruitment, retention, and succession planning strategies
5. Implement plan for bond facility and safety projects

Recommendation: None

Responsible Person: Dr. Andy Rikli

Superintendent’s Approval _____

 Signature

Papillion La Vista Community Schools
Superintendent Goals, 2024-25
September 23, 2024
DRAFT

These goals are preliminary and subject to review and approval by the Board of Education. The goals are based on feedback from the 2023-24 BOE Superintendent Evaluation, the 2023-24 Superintendent Survey, 2023-24 Staff and Parent Surveys, and the District Strategic Planning Goals.

Proposed Superintendent Goals, 2024-25

1. *Re-start the District Strategic Planning process*

Action Steps

- Determine leadership roles and a planning model for facilitation of the new Strategic Plan
- Identify internal and external candidates for District Strategic Planning Committee including Board of Education involvement
- Utilize Superintendent's Student Advisory Committee to increase involvement of student body
- Develop community engagement and communication strategies to involve District stakeholders in the implementation process
- Involve the internal and external advisory groups to assist with the development of the plan and selected goal areas
- Host the District's comprehensive NDE Frameworks accreditation visit in January 2025

2. *Develop communication and engagement strategies for District staff and residents*

Action Steps

- Develop new Liaison Lunch format to include Assistant Superintendents along with the Superintendent
- Evaluate the effectiveness of current districtwide celebrations including the Back to School event at Werner Park and the Employee Retirement/Years of Service event
- Continue Bond Communication Plan including Bond Squad series and signage at work sites
- Review structure of all internal and external District advisory committees
- Implement parent training series on topics relevant to PLCS families
- Facilitate conversation with admin team and advisory groups to improve Superintendent's visibility and enhance collaboration efforts
- Continue community outreach efforts including Discovery Tours, PLV Cares, and community listening sessions to better understand the needs of our community
- Evaluate the effectiveness of the annual District staff and parent surveys to determine if revisions are needed
- Review staff and community engagement tools including new District website, Peachjar, Class Intercom, and District app

3. *Implement enhanced Curriculum, Instruction, and Technology priorities*

Action Steps

- Monitor student achievement data and make necessary steps to support lower performing schools and student subgroups
- Continue implementation of K-12 districtwide English Language Arts curriculum adoption
- Begin Toolbox process for K-12 districtwide Mathematics curriculum adoption
- Finalize plans for IDEAL School program guidelines and admission criteria
- Review District student behavior data with the Board and administrative team to determine appropriate next steps and interventions
- Begin program evaluation of districtwide Early Childhood Programs
- Close out reporting for ESSERS grant funds and identify funding sources to backfill any lost dollars for prioritized programs
- Develop plan for new Learning Community 2.0 grant funds and increased Title I funds

- Deploy new staff and student technology devices and building level printers and copiers
- Evaluate effectiveness of District branding and staff recognition strategies
- Expand the scope of District Artificial Intelligence (AI) Committee to address ChatGPT and other large-language models and develop any necessary Board policies to support the group

4. *Expand District Staff Recruitment and Retention, and Succession Planning strategies*

Action Steps

- Develop new strategies in difficult to fill positions such as paraeducators, food service, and specialized teaching positions
- Evaluate effectiveness of the new compensation model for Student Teachers and the staff retention/recruitment stipends
- Discuss possible teacher recruitment and retention strategies with BOE as part of the negotiations process.
- Expand programs such as Teacher Ladder and the Education Academy to grow our own teachers and paraeducators
- Review employee recruitment and retention strategies to enhance greater staff diversity
- Onboard new Director of Technology and Director of Buildings and Grounds positions
- Begin search process for Coordinator of Mental Health, Principal at Rumsey Station, and other areas of identified need
- Continue comprehensive leadership succession planning priorities including participation in the Midstates Superintendent Academy for identified future leaders
- Review statewide salary study of district level and building level administrators to determine appropriateness of staff compensation
- Explore possible implementation of Frontline Pay Flex system to allow employees increased flexibility with pay periods

5. *Implement plan for bond facility and safety projects*

Action Steps

- Complete all work on 2018 bond projects and alternate projects including elementary playground updates and irrigation installation
- Continue the prioritization of projects and construction timeline with the Board of Education
- Complete building renovations and expansions at Tara Heights, Trumble Park, Hickory Hill, and Parkview Heights
- Break ground on building renovations at Papillion Middle School and La Vista Middle School
- Finalize improvements to Central Office including Board Room updates and front entryway beautification
- Complete renovations to new PLV Media Room at PLHS
- Review RSP student growth and enrollment study and make updates as needed for building capacity and school boundaries
- Implement updated school safety measures including controlled access entryways, new fencing, security film, enhanced communications system, and door monitoring software.
- Update District crisis, safety, and threat assessment protocols and training for staff
- Continue collaboration with area law enforcement agencies including threat assessment and tabletop exercise
- Collaborate with First Student Transportation on new transportation contract to implement new busing protocols and GPS tracking
- Develop a plan to support staff and students with mental health needs including expanded EAP visits for staff, Safe to Help Hotline, and embedded mental health therapists in our high schools
- Develop long-term facility needs plan for all Districts facilities in the next 5-10 years
- Begin work to establish boundaries for new elementary school opening in August 2026
- Expand and reorganize District Incident Management Team (DIMIT) including a review of roles and responsibilities

Subject: Elementary Irrigation Projects

Meeting Date: September 23, 2024

Prior Meeting Discussion Date: April 11 and 25, 2022; May 8, 2023

Department: Business Services

Action Desired: Approval _____ Discussion Information Only _____

Background: The district has worked with REGA Engineering to develop designs for each of the remaining four elementary schools needing irrigation: Golden Hills, Patriot, Portal, and Walnut Creek Elementary Schools.

Mr. Richards will discuss the plans with the Board.

Recommendation: Discussion at this time.

Responsible Person: Brett Richards

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Option Enrollment Resolution

Meeting Date: September 23, 2024

Prior Meeting Discussion Date: HR/SS Subcommittee Meeting September 16, 2024

Department: Human Resources and Student Services

Action Desired: Approval _____ Discussion Information Only _____

Background:

Pursuant to Neb. Rev. Stat. 79-238, this resolution establishes buildings that will be declared closed to option enrollments for the 2025-26 school year.

Recommendation: Discussion with the recommendation to approve the Option Enrollment Resolution at the next Board of Education meeting on October 14, 2024.

Responsible Person: Dr. Becky Meyers, Dr. Trent Steele and Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

RESOLUTION ON SCHOOL DISTRICT REGARDING STANDARDS FOR ACCEPTANCE OR REJECTION OF OPTION ENROLLMENT APPLICATIONS

WHEREAS, Papillion La Vista Community Schools is committed to providing an education of high quality to its students in an economically efficient manner; and

WHEREAS, the school district's faculty, facilities, and equipment can serve only a limited number of students effectively;

WHEREAS, the Papillion La Vista Community Schools Board of Education, in consultation with the administration, has reviewed the school district's faculty, facilities, equipment, interdisciplinary efforts and interrelationships of grades, subjects, and faculty; and has determined programmatic capacities consistent with board policy and state law; and

WHEREAS, Nebraska law authorizes the Board of Education to adopt a resolution, no later than October 15 of each school year, declaring a program, a class, or a school unavailable to option students for the next school year due to a lack of capacity.

NOW, THEREFORE BE IT RESOLVED that the Board adopts the following programmatic capacities:

Schools at Capacity. The Board declares the following schools to be at capacity such that they are unavailable to option students for the next school year and therefore no option enrollment applications into the classes will be accepted unless permissible as an exception pursuant to Board Policy: Ashbury Elementary and Prairie Queen Elementary.

Special Education Program. Capacity for special education services operated by an option school district shall be determined on a case-by-case basis. If an application for option enrollment received by a school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been diagnosed with a disability as defined in section 79-1118.01, such application shall be evaluated by the director of special education services of the school district or the director's designee who shall determine if the school district and the appropriate class, grade level, or school building in such school district has the capacity to provide the applicant the appropriate services and accommodations.

Numeric Capacity. The Board of Education reserves the authority to further determine numeric capacity of classes, grade levels, or school buildings by operation of resolution, by action of the administration as the Board's designee, or through freestanding action to the extent permitted by law and policy.

Having been consented to by a majority of the voting members, the Board President declared the motion to have been passed and adopted.

Dated this ____ day of _____, 202_.

President, Board of Education

Subject: 2024 Parent/Guardian Survey

Meeting Date: September 23, 2024

Prior Meeting Discussion Date:

Department: Communications

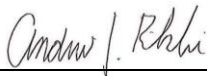
Action Desired: Approval _____ Discussion _____ Information Only X

Background:

A brief overview of the 2024 parent/guardian survey results will be shared with the Board of Education. The survey was conducted in April 2024 and included 2,529 responses. The survey results were used to develop an updated communication plan and action steps.

Recommendation:

Responsible Person: Dr. Christopher Villarreal

Superintendent's Approval  _____
Signature

RETURN TO AGENDA