

Papillion La Vista Community Schools #27
Board of Education Meeting
November 25, 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. Recognition: PLSHS Girls Volleyball – State Champions and PLHS Student Council State Champions Awards

- B. Military Advisory: Colonel Patrick Kolesiak

- C. Presentation: PLHS EL Program Overview**

- D. 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.*

- E. Superintendent's Report

- F. Board Reports

- G. 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 of November 11, 2024

- B. 2025/26 School Calendar** (General Operations)

IV. Discussion/Information Items

- A. Superintendent Evaluation 2024/25** (General Operations)

- B. PLSHS Addition Project Overview** (General Operations)

- C. Bell Elementary Project Overview** (General Operations)

- D. Certified Negotiations** (Closed Session)

V. Future Board Calendar

| | |
|----------------------|--|
| November 27, 2024 | No School – Staff Trade Day |
| November 28-29, 2024 | No School – Office Closed - Holiday |
| December 9, 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: EL Program at PLHS

Name & Title of Presenter(s): Leah Peach

What is the activity you plan to describe?

Leah Peach is our current EL Teacher serving students from both high schools at PLHS. In this presentation she will share how the program has grown, a summary of the outcomes of the program, and the students that are served.

RETURN TO AGENDA

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
FINANCIAL STATEMENT
10/31/24**

| | | |
|---|----------------------------|-----------------------|
| BEGINNING G/L BALANCE AS OF 10/01/2024 | | 25,767,497.59 |
| REVENUE: | | |
| State Aid | | 2,126,122.00 |
| Property Taxes Sarpy | | 1,184,096.86 |
| Douglas Taxes | | 194.09 |
| Special Ed | | 0.00 |
| Grant Revenue | | 249,727.95 |
| MIPS/MAPS | | 27,178.67 |
| Interest Earned on Bank Accounts | | 80,500.60 |
| School Lunch Program Receipts | | 653,106.20 |
| Tuition Express (preschool tuition) | | 14,086.64 |
| Misc. Items | | 156,236.55 |
| | TOTAL REVENUE | \$4,491,249.56 |
| DISBURSEMENTS: | | |
| Payroll | | 5,253,689.58 |
| Payroll Taxes | | 1,893,509.89 |
| Vendor Payments/Mileage Reimb. General Fund | | 3,945,279.91 |
| Payflex Fees | | 974.4 |
| Health Savings Acct. | | 35,351.66 |
| Retirement ACH | | 1,423,566.79 |
| | TOTAL DISBURSEMENTS | 12,552,372.23 |
| ENDING BALANCE AS OF 10/31/24 | | 17,706,374.92 |

Treasurer

RETURN TO AGENDA

PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
BOND FUND FINANCIAL STATEMENT
10/31/24

BOND FUND #3

Balance 10/1/2024 \$ 6,652.28

REVENUE:

| | | |
|---------------------------|-------|-----------------|
| Sarpy County Property Tax | 0.52 | |
| Interest | 26.40 | |
| Deposit | 0.00 | |
| Internal Transfer | | |
| TOTAL REVENUE | | \$ 26.92 |

DISBURSEMENTS:

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

ENDING BALANCE THRU 10/31/2024 \$ 6,679.20

BOND FUND #4

Balance 10/1/2024 \$5,474,799.91

REVENUE:

| | | |
|---------------------------|-----------|---------------------|
| Sarpy County Property Tax | 20,892.24 | |
| Interest | 21,771.86 | |
| Internal Transfer | 0.00 | |
| Deposit | 0.00 | |
| TOTAL REVENUE | | \$ 42,664.10 |

DISBURSEMENTS:

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

ENDING BALANCE THRU 10/31/2024 \$ 5,517,464.01

BOND FUND #5

Balance 10/1/2024 \$5,336,113.07

REVENUE:

| | | |
|---------------------------|-----------|---------------------|
| Sarpy County Property Tax | 25,340.68 | |
| Interest | 21,231.20 | |
| Internal Transfer | 0.00 | |
| Deposit | 0.00 | |
| TOTAL REVENUE | | \$ 46,571.88 |

DISBURSEMENTS:

| | |
|------------------------------|------|
| Principal/ Interest Payments | 0.00 |
| Internal Transfer | 0.00 |

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 10/31/2024 \$5,382,684.95

BOND FUND #6

Balance 10/1/2024 \$2,630,915.56

REVENUE:

| | |
|-------------------------------|-----------|
| Sarpy County Property Tax | 37,581.11 |
| Interest | 10,522.58 |
| Internal Transfer from bond 4 | 0.00 |
| Deposit | 0.00 |

TOTAL REVENUE \$ 48,103.69

DISBURSEMENTS:

| | |
|------------------------------|------|
| Principal/ Interest Payments | 0.00 |
| Internal Transfer | 0.00 |

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 10/31/2024 \$2,679,019.25

BOND FUND #7

Balance 10/1/2024 \$5,030,324.72

REVENUE:

| | |
|---------------------------|-----------|
| Sarpy County Property Tax | 19,856.50 |
| Interest | 20,005.74 |
| Internal Transfer | |
| Deposit | |

TOTAL REVENUE \$ 39,862.24

DISBURSEMENTS:

| | |
|------------------------------|------|
| Principal/ Interest Payments | 0.00 |
| Internal Transfer | 0.00 |

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 10/31/2024 \$5,070,186.96

RETURN TO AGENDA

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

BUILDING FUND

Beginning Balance 10/01/24 3,842,563.12

Receipts:

| | |
|-------------------------------|--------------|
| Tax Revenue - Sarpy County/LC | 62,242.18 |
| Interest | 10,722.81 |
| Internal Transfer | 1,000,000.00 |
| Misc. Deposits | 65,000.00 |
| | ----- |
| | 1,137,964.99 |

Disbursements:

| | |
|-------------------|--------------|
| A/P Checks | 896,831.71 |
| Internal Transfer | 1,000,000.00 |
| | ----- |
| | 1,896,831.71 |

Ending Balance 10-31-24 Per G/L 3,083,696.40

CONSTRUCTION FUND

Beginning Balance 10/01/24 5,138,084.29

Receipts:

| | |
|-------------------------------|--------------|
| Tax Revenue - Sarpy County/LC | 0.00 |
| Interest | 13,279.92 |
| Bond Refunding/Misc. Receipts | 0.00 |
| Internal Transfers | 2,000,000.00 |
| | ----- |
| | 2,013,279.92 |

Disbursements:

| | |
|--------------------|--------------|
| A/P Checks | 305,241.00 |
| Internal Transfers | 5,000,000.00 |
| Investing Fees | 0.00 |
| | ----- |
| | 5,305,241.00 |

Ending Balance 10-31-24 Per G/L 1,846,123.21

Treasurer

RETURN TO AGENDA

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
November 25, 2024

| STAFF MEMBER | DATE AND DESTINATION | CONFERENCE / WORKSHOP | ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS | ESTIMATED SUB COST |
|---|------------------------------------|--|---|--------------------|
| Nate McCabe | January 3-5, 2025, Washington D.C. | American Baseball Coaches Association Coaches Convention | \$361.25(A) | \$0.00 |
| Kyle McMahan & Jeremy Haselhorst | January 16-19, 2025 Bolder, Co | Boulder Running Clinic | \$2,300.60(A) | \$720.00 |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF | | | | |
| Estimated General Fund Expenditures | | | | |
| | | | | |
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| | | | | |
| | | | | |

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 SCHOOLS #27
PERSONNEL ACTIONS
BOARD OF EDUCATION
November 25, 2024**

Resignations - End of 2024-25

Jamie Burr
Julie Donaldson
Delaney Kyriss
Pam Lowndes

Science
Art
Math
Principal

Papillion La Vista South High School
Patriot Elementary
Papillion La Vista South High School
Prairie Queen

New Contracts

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
November 11, 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, November 11, 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*, November 6, 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. Skip Bailey, Ms. Lisa Wood, Mr. Brian Lodes, Mr. Marcus Madler, Ms. Valerie Fisher, and Ms. SuAnn Witt.

Student Council

Nova Degbe and Maggie Novak, representatives from Papillion La Vista High School, reported for the Student Council. The fall athletic sports season is finishing up and winter sports have started. Ms. Avery Wolfe was awarded the NSAA (Nebraska School Activities Association) Believers and Achievers State Winner. The fall production of *A Wrinkle in Time* was a wonderful performance. The marching band received a Superior rating at the state competition. Former player Gina Mancuso was selected into the NSAA Hall of Fame. The Student Council won an Outstanding Student Council award during the state convention. PLHS's Journalism was awarded the Cornhusker award for the Scepter magazine and the Monarch Yearbook.

Communication

No Public testifiers testified.

Superintendent's Report

Dr. Andy 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. Dr. Rikli thanked all the Veterans and active members of the service for the service. He attended several school events that were celebrating our military vetrans.

He thanked all the staff and law enforcement for their outstanding response on Halloween day when Liberty Middle School and Central Office received a threat.

Dr. Rikli congratulated PLSHS for the Diamond School Safety Badge award that they received. This award is for the school's commitment and excellence in safety planning.

Both PLHS and PLSHS Journalism programs were awarded the Cornhusker awards.

The Student Advisory council met for a discussion related to the District's Crisis process.

Dr. Rikli met again with Governor Pillen and his staff to visit about finances.

PLSHS Girls' Volleyball has won the State Championship.

Board Comments

Ms. Witt attended a Liaison Lunch at Papillion Middle School.

Ms. Wood attended a Liaison Lunch at Tara Heights. She also attended the Veteran's Day celebration at Hickory Hill.

Mr. Lodes attended a Liaison Lunch at G. Stanley Hall.

Mr. Bailey attended the Hickory Hill Veteran's Day celebration and was asked to speak at the Patriot Veteran's Day celebration.

Mr. Madler informed the Board that the annual Superintendent Evaluation survey will be conducted this week.

Committee Reports

- Building & Grounds & Finance: Mr. Lodes reported the committee had met. Agenda items included the project updates, timeline for the boundary proposal, audit, negotiations, and the GPS for the busses.
- HR & Student Services Committee: Ms. Witt reported the committee had met. Discussion was on the 2025/26 school calendar.
- Curriculum and Instruction Committee: Ms. Fisher reported the committee had not met.

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 October 28, 2024. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Wood, Lodes, Madler, Fisher, Witt, and Bailey. Nays: None. The motion carried.

A motion was made by Ms. Witt and seconded by Ms. Fisher to cancel the contracts of Megan Nebel and Westley Vance for the reason of not fulfilling contractual obligations. Mr. Bailey asked Dr. Settles about the Dept of Educations action process. Dr. Settles replied that it depends on each situation. Mr. Madler confirmed that this is the first time the district has done this. Dr. Settles confirmed that the district will normally work with staff to find an answer prior to moving to this outcome. There were no comments from the audience. Roll call vote was taken. Ayes: Lodes, Madler, Fisher, Witt, and Wood. Nays: None. The motion carried.

Discussion/Information Items

Dr. Rikli provided a recap on the 2024 Board election. He thanked all candidates who ran. Mr. Marcus Madler and Mr. Skip Bailey were reelected, and Ms. Elizabeth Butler will be the new Board member. Ms. Butler will be sworn in at the January 13th meeting of the Board. Dr. Rikli thanked Ms. Valerie Fisher for her years of service as a school board member.

Dr. Kati Settles provided the proposed district calendar for the 2025-26 school year which includes 173 student days for elementary students and 175 student days for secondary students. The first day of school for students would be August 12, 2025, for K-7 & 9th grade students. The last day of school for students would be May 22, 2026. Spring Break is scheduled for March 16-20, 2026. Inclement weather days are built into the calendar with May 26-28 as possible make-up days. Action to take place at the November 25 board meeting.

Board President Madler reviewed the future board calendar.

Board President Madler adjourned the meeting at 6:49pm.

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

Subject: 2025-26 School Calendar

Meeting Date: November 25, 2024

Prior Meeting Discussion Date: Board Meeting November 11, 2024
HR Subcommittee November 8, 2024

Department: Human Resources

Action Desired: Approval X Discussion _____ Information Only _____

Background:

The proposed district calendar for the 2025-26 school year includes 173 student days for elementary students and 175 student days for secondary students. For staff it includes 187 days with an additional 3 not shown for parent teacher conference time. The first day of school for students would be August 12, 2025, for K-7 & 9th grade students. The last day of school for students would be May 22, 2026. Spring Break is scheduled for March 16-20, 2026.

Inclement weather days are built into the calendar, with May 26-28 as possible make-up days if needed.

Recommendation: Motion to approve the 2025-26 school calendar as presented.

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

**Summer
Break**

July 2025

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

August 2025

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

13.5 Student/17 Teacher Days
1 Aug - New Certified Special Education
4-6 Aug - New Certified
7 Aug - All Staff Kick Off
12 Aug - **First Day of School**
 1/2 Day - K-7 & 9 Grade
 No School - 8 & 10 - 12 Grade
 K-6 Early Release: 11:40 a.m.
 7 Early Release: 11:00 a.m.
 9 Early Release: 1:00 p.m.

19 Student Days
21 Teacher Days
1 Sept - No School
 Labor Day
2 Sept - No School
 Staff Development
22 Sept - No School
 Staff Development

September 2025

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

October 2025

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

21 Student Days
22 Teacher Days
10 Oct - No School
13 Oct - No School
 Staff Development & Paraprofessional Conference

16 E & 17 S Student Days
18 Teacher Days
Nov 3 - No Elementary School
 Elementary Teacher
 Staff Development Day
26 Nov - No School
 Staff Development
 Trade Day
27 & 28 Nov - No School
 Fall Break

November 2025

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

December 2025

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

15 Student Days
15 Teacher Days
19 Dec - End 1st Semester
17 - 19 Dec - High School
 Final Exams
22 - 31 Dec - No School
 Winter Break

18 Student Days
20 Teacher Days
1 & 2 Jan - No School
 Winter Break
5 Jan - No School
 Staff Development
19 Jan - No School
 Staff Development

January 2026

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

February 2026

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

18 E & 19 S Student Days
20 Teacher Days
6 Feb - No Elementary School
 Elementary Teacher
 Staff Development Day
16 Feb - No School
 Staff Development & Paraprofessional Conference

17 Student Days
17 Teacher Days
16-20 March - No School
 Spring Break
24 March - ACT/Pre-ACT
 No School 9th & 12th

March 2026

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

April 2026

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

20 Student Days
21 Teacher Days
3 April - No School
6 April - No School
 Staff Development

13.5 Student Days
16 Teacher Days
7 May - Senior's Last Day
10 May - Graduation
20-22 May - High School Final Exams
22 May - Last Day of School
 K-6 Early Release: 11:40 a.m.
 7 - 11 Early Release: 11:00 a.m.
25 May - Memorial Day
26-28 May - Possible Makeup Days

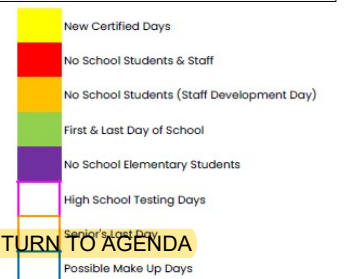
May 2026

| Sunday | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

June 2026

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|--------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

**Summer
Break**



New Certified Days
 No School Students & Staff
 No School Students (Staff Development Day)
 First & Last Day of School
 No School Elementary Students
 High School Testing Days
 Senior's Last Day
 Possible Make Up Days

Elementary (K-6): 8:05 a.m. - 3:05 p.m.
 1st Semester: 84.5 days
 2nd Semester: 88.5 days = 173 days

Middle School (7-8): 8:00 a.m. - 3:10 p.m.
 Middle Schools begin at 8:20 a.m. every Wednesday
 1st Semester: 85.5 days
 2nd Semester: 89.5 days = 175 days

High School: 8:00 a.m. - 3:20 p.m.
 High Schools begin at 8:20 a.m. every Wednesday
 1st Semester: 85.5 days
 2nd Semester: 89.5 days = 175 days

Subject: Superintendent Evaluation 2024-25

Meeting Date: November 25, 2024

Prior Meeting Discussion Date:

Department: Board of Education

Action Desired: Approval _____ Discussion X Information Only _____

Background:

The Board of Education, as a committee of the whole, annually reviews the Superintendent’s performance. In accordance with Board Policy and Procedures the resulting performance evaluation shall be a consensus of the Board and shall be documented using the evaluation instruments approved by the Nebraska Department of Education. Results will be shared with the Superintendent by the Board President. Input from all Board Members was collected using an online survey.

The calendar for completion of the Superintendent’s Evaluation is as follows:

November – Gather data from Board Members, the Board will reach consensus regarding the Superintendent’s performance and will review results with the Superintendent.
Board will formally acknowledge the completion of the Superintendent’s performance evaluation.

Continuously – Receive reports, updates and subcommittee summaries presented at board meetings.

Recommendation: Review all data gathered and come to consensus regarding the Superintendent’s performance. The Board is required to evaluate their Superintendent in open session.

Responsible Person: Board President Marcus Madler & Andrew Rikli

Superintendent’s Approval _____
Andrew J. Rikli
Signature

**Papillion La Vista Community Schools
Superintendent Goals, 2024-25
November 25, 2024**

These goals have been reviewed and approved by the PLCS 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.

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

December Update: The District will host its External Accreditation Visit starting on January 20, 2025. Dr. Josh Fields, Superintendent of Seward Public Schools, will lead a team of 19 professional Nebraska educators from around the state to visit PLCS over three days. All 21 PLCS schools and several programs will be visited and evaluated by the external team, and the exit report will be delivered on January 23, 2025. The results of the External Accreditation Visit will help inform the priorities for the Strategic Planning process that will take place later this spring. The Strategic Planning process will be facilitated by Ms. Seery and Dr. Voisin and will include the formation of a community advisory group. The District has continued to utilize its Advisory Groups to inform strategic decision-making. All Advisory Groups have met at least twice so far this year (the Student Group meets monthly), and the District is sharing the results of these processes at the annual NASB Convention in November. We anticipate using individuals from the different Advisory Groups to support both the External Accreditation visit and the new Strategic Planning process. The District has already hosted at least two community engagement processes at our Central Office to increase parental participation, and the reception has been very positive.

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

December Update: The District has expanded its communication and engagement strategies the last several months. The new Liaison Lunch format which includes the Assistant Superintendent in charge of overseeing the building has been a success. Likewise, the beginning of the year celebration at Werner Park in August was another success and attracted multiple business partners as well as all staff. The District has continued its regular Advisory Meetings and has explored revisiting two groups (Military and Retired Staff) that were discontinued in the past due to lack of attendance. The Communications Office working with Dr. Anderson has expanded our family engagement through the PLCS Empowerment Collective, a group that plans events to better engage our parents and community members. The District is actively exploring alternatives to the current end-of-year staff and parent survey collection. Proposals from outside firms have been solicited, and the Communications Office has solicited feedback from staff through the Advisory Groups to identify possible improvements to the surveys. The District has also implemented new community engagement tools including a new District website and Peachjar, an automated newsletter delivery system for families. The District brought in an outside facilitator, Jen Madison, that worked with the administrative team this fall to solicit feedback on how to increase the Superintendent's visibility and enhance collaboration on the team.

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

December Update: The District is closely monitoring its student achievement data and will deliver its annual State of the Schools Report to the Board in public session in December. The District's NSCAS and AQuESTT accountability results have been shared and discussed at multiple points with our central office and building administrative team. Implementation of the new K-12 ELA curriculum has gone well, and feedback from staff and parents thus far has been overwhelmingly positive. The Toolbox Team is currently reviewing proposals for a new K-12 Social-Emotional Learning (SEL) curriculum. The CIAT Team has completed its IDEAL School focus and has started implementing changes to program admission criteria and the selection processes for both high schools. The District delivered a report to the Board in September outlining student behavior data. Many challenges remain, but the District has put several systems in place (PBiS, new IDEAL School guidelines, Strive 360, behavior tech positions) to better support our schools, students, and teachers. Recommendations have been put together on possible changes to the District's Early Childhood programs but have not been formally reviewed or adopted by the Board as of this writing. Ms. Seery and her team developed a Learning Community proposal for approx. \$390k for five years that would help fund an early literacy specialist, an attendance specialist, and floater subs for our Title I buildings. The application has not yet been approved, but preliminary feedback from the LCCC was positive. The District has also launched a new Rikli Recap communication instrument that goes to all community members and monthly "Moments That Matter" staff recognition for certified and classified staff.

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

December Update: The HR Team has made significant strides in employee recruitment and retention. Several innovative strategies, including visits to Papio Days and “Walk in Wednesdays”, have focused on recruiting new individuals for hard to fill classified positions. The teacher negotiations process has just started as of this writing, but the District recognizes that remaining competitive with salary and benefits will be a major part of our recruitment and retention efforts. To that end, the District has commissioned a compensation survey of similar-sized schools so that we can assure competitive salary and benefits packages. The District has selected Dan Kauk, principal at Rumsey Station Elementary, to serve as the new Director of Buildings and Grounds. The District hired Dr. Al Inzerello to serve as interim Director until Dan fully transitions out of his building leadership position later this spring. Dr. Deb Anderson, Coordinator of Mental Health Services, originally planned on retiring in December but has indicated she would like to stay until this spring or later. The District continues to emphasize succession planning through one-on-one meetings with the Superintendent and all administrators. PLCS has also started sending representatives (Dr. Voisin and Dr. Steele) to the Midstates Superintendent Academy to build capacity and enhance internal leadership development. The PLCS Leadership Cohort, which identifies and grooms internal candidates for leadership positions, will launch a new group this winter. The District did a comprehensive review of statewide administrator salaries using the NCSA salary database last spring and anticipates doing the same later this spring when admin salaries are set. The District will soon have three paraprofessional-to-teacher programs through partnerships with Peru State College, Midland University, and UNO. Finally, the HR and Business Teams plan to implement Frontline Pay Flex later this year which will allow greater flexibility with pay periods for our employees.

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 (DIMT) including a review of roles and responsibilities

December Update: Work on carryover 2018 bond projects is largely done with elementary playground and irrigation projects recently completed. Significant progress has been made on the 2023 bond projects, and it is anticipated that we will be approximately 50% done with all projects by the end of summer 2025. Ground has been broken on the new elementary school (opening in fall 2026) and the YATP program (opening in fall 2025). Progress has been made at Tara, Trumble, Parkview, and Hickory and future projects at PMS, LVMS, Bell and Portal will come online soon. Enhancements have been made to the audio/visual systems at our Central Office Board room including new display monitors and sound systems. Likewise, the improvements to the PLV Media Room at PLHS are largely complete, and a ribbon-cutting event is tentatively scheduled for this winter. The District has put together a draft process and time line for the establishment of attendance boundaries for the new elementary school. This process will include engagement with RSP Associates to update our enrollment projections for the boundary discussion. The Safety/DIMT team has been re-organized and includes two new members (Dr. Anderson and Dan Kauk, the new director of buildings and grounds). The group has proven its value in recent weeks with safety threats at LMS and PMS. The District is also having preliminary conversations with Papillion Police Department about potentially adding a new SRO position that can support school safety efforts. Finally, the District has successfully piloted app-based GPS tracking of students on buses for parents. This feature will be offered across the District in the coming months.

Subject: PLSHS Bond Addition Construction Project Overview

Meeting Date: November 25, 2024

Prior Meeting Discussion Date: N/A

Department: Business Services

Action Desired: Approval _____ Discussion Information Only _____

Background:

The Papillion La Vista South High School addition project was part of the 2023 Bond construction projects passed by voters. Architectural firm BCDM will give the Board and the public an overview of the project for the high school, which will begin in the spring of 2025. The Guaranteed Maximum Price (GMP) will be presented at the next Board meeting on December 9, 2024.

Recommendation: Discussion

Responsible Person: Brett Richards

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Bell Elementary Construction Project Overview

Meeting Date: November 25, 2024

Prior Meeting Discussion Date: N/A

Department: Business Services

Action Desired: Approval _____ Discussion Information Only _____

Background:

The Bell Elementary School project was part of the 2023 Bond construction projects passed by voters. Architectural firm BCDM will give the Board and the public an overview of the project, which will begin in the late spring of 2025. The Guaranteed Maximum Price (GMP) will be presented at the next Board meeting on December 9, 2024.

Recommendation: Discussion

Responsible Person: Brett Richards

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Executive/Closed Session: Employee Negotiations

Meeting Date: November 25, 2024

Prior Meeting Discussion Date: October 30, 2024 HR/SS Sub Committee Meeting
November 13, 2024 HR/SS Sub Committee Meeting
November 20, 2024 HR/SS Sub Committee Meeting

Department: Human Resources

Action Desired: Approval Discussion _____ Information Only _____

Background: The negotiations committee is currently in planning stages and wishes to discuss board priorities.

Recommendation: A motion is needed to go into Closed Session for the protection of public interest while discussing employee negotiations.

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rhee
Signature

RETURN TO AGENDA