

**Papillion La Vista Community Schools #27**  
**Board of Education Meeting**  
**January 27, 2025**

420 South Washington Street  
Papillion, NE 68046

Web Page: [www.plcschools.org](http://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 Charlee Solomon awarded the Nebraska Gatorade Volleyball Player of the Year and Dr. Christopher Villarreal as the NSPRA (National School Public Relations Association) Emerging Leader of the Year
- B. Military Advisory: Colonel Patrick Kolesiak
- 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 of January 13, 2025
- B. Teacher Negotiated Contract 2025-26 (Goal #3)
- C. PLCS Resolution of the Board of Education Supporting Military-Connected Families (General Operations)
- D. Bell Elementary Construction Project Bid Approval (General Operations)

**IV. Discussion/Information Items**

- A. Legislative Update – Catalyst Public Affairs (General Operations)
- B. Springfield Platteview District Boundary Transfers (General Operations)
- C. Facility/Bond Improvements Update (General Operations)
- D. Policy 1000 – Public Relations & Communications (General Operations)

**V. Future Board Calendar**

|                   |  |
|-------------------|--|
| January 29, 2025  | Liaison Lunch @ YATP – 11:00am w/Elizabeth Butler    |
| January 30, 2025  | Liaison Lunch @ Bell – 11:45am w/Brian Lodes         |
| February 6, 2025  | Liaison Lunch @ Walnut Creek – 11:45am w/Brian Lodes |
| February 7, 2025  | No School for Elementary Students                    |
| February 10, 2025 | 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

*The Papillion La Vista Community Schools Board of Education reserves the right to go into Closed Session for purposes in accordance with Nebraska Open Meetings Act NE REV STAT 84-1407 through 1414.*

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27  
FINANCIAL STATEMENT  
12/31/24**

|   |                            |                       |
|---|----------------------------|-----------------------|
| <b>BEGINNING G/L BALANCE AS OF 12/01/2024</b> |                            | 12,551,929.89         |
| <b>REVENUE:</b>                               |                            |                       |
| State Aid                                     |                            | 4,252,244.00          |
| Property Taxes Sarpy                          |                            | 713,159.42            |
| Douglas Taxes                                 |                            | 215.85                |
| Special Ed                                    |                            | 2,291,699.73          |
| Grant Revenue                                 |                            | 2,034,663.00          |
| MIPS/MAPS                                     |                            | 0.00                  |
| Interest Earned on Bank Accounts              |                            | 38,140.23             |
| School Lunch Program Receipts                 |                            | 576,226.82            |
| Tuition Express (preschool tuition)           |                            | 9,644.17              |
| Misc. Items                                   |                            | 12,514.12             |
|   | <b>TOTAL REVENUE</b>       | <b>\$9,928,507.34</b> |
| <b>DISBURSEMENTS:</b>                         |                            |                       |
| Payroll                                       |                            | 5,603,772.55          |
| Payroll Taxes                                 |                            | 1,963,648.33          |
| Vendor Payments/Mileage Reimb. General Fund   |                            | 3,325,107.95          |
| Payflex Fees                                  |                            | 968.60                |
| Health Savings Acct.                          |                            | 37,655.97             |
| Retirement ACH                                |                            | 1,503,383.44          |
|   | <b>TOTAL DISBURSEMENTS</b> | <b>12,434,536.84</b>  |
| <b>ENDING BALANCE AS OF 12/31/24</b>          |                            | <b>10,045,900.39</b>  |

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Treasurer

**RETURN TO AGENDA**

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27  
BOND FUND FINANCIAL STATEMENT  
12/31/24**

**BOND FUND #3**

**Balance 12/1/2024** \$ 6,778.04

**REVENUE:**

|                           |       |                 |
|---------------------------|-------|-----------------|
| Sarpy County Property Tax | 0.00  |                 |
| Interest                  | 24.60 |                 |
| Deposit                   | 0.00  |                 |
| Internal Transfer         |       |                 |
| <b>TOTAL REVENUE</b>      |       | <b>\$ 24.60</b> |

**DISBURSEMENTS:**

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

**ENDING BALANCE THRU 12/31/2024** \$ 6,802.64

**BOND FUND #4**

**Balance 12/1/2024** \$2,213,659.65

**REVENUE:**

|                           |          |                    |
|---------------------------|----------|--------------------|
| Sarpy County Property Tax | 537.51   |                    |
| Interest                  | 8,034.65 |                    |
| Internal Transfer         | 0.00     |                    |
| Deposit                   | 0.00     |                    |
| <b>TOTAL REVENUE</b>      |          | <b>\$ 8,572.16</b> |

**DISBURSEMENTS:**

|                              |      |               |
|------------------------------|------|---------------|
| Principal/ Interest Payments | 0.00 |               |
| Internal Transfer            | 0.00 |               |
| Fee                          | 0.00 |               |
| <b>TOTAL DISBURSEMENTS</b>   |      | <b>\$0.00</b> |

**ENDING BALANCE THRU 12/31/2024** \$ 2,222,231.81

**BOND FUND #5**

**Balance 12/1/2024** \$1,995,272.63

**REVENUE:**

|                           |          |                    |
|---------------------------|----------|--------------------|
| Sarpy County Property Tax | 1,150.13 |                    |
| Interest                  | 7,243.30 |                    |
| Internal Transfer         | 0.00     |                    |
| Deposit                   | 0.00     |                    |
| <b>TOTAL REVENUE</b>      |          | <b>\$ 8,393.43</b> |

**DISBURSEMENTS:**

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

**TOTAL DISBURSEMENTS** \$0.00

**ENDING BALANCE THRU 12/31/2024** \$2,003,666.06

**BOND FUND #6**

**Balance 12/1/2024** \$143,239.03

**REVENUE:**

|                               |        |
|-------------------------------|--------|
| Sarpy County Property Tax     | 0.00   |
| Interest                      | 518.93 |
| Internal Transfer from bond 7 | 0.00   |
| Deposit                       | 0.00   |

**TOTAL REVENUE** \$ 518.93

**DISBURSEMENTS:**

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

**TOTAL DISBURSEMENTS** \$0.00

**ENDING BALANCE THRU 12/31/2024** \$143,757.96

**BOND FUND #7**

**Balance 12/1/2024** \$2,458,806.94

**REVENUE:**

|                           |          |
|---------------------------|----------|
| Sarpy County Property Tax | 3,370.46 |
| Interest                  | 8,930.94 |
| Internal Transfer         |          |
| Deposit                   |          |

**TOTAL REVENUE** \$ 12,301.40

**DISBURSEMENTS:**

|                              |      |
|------------------------------|------|
| Principal/ Interest Payments | 0.00 |
| Internal Transfer to Bond 6  | 0.00 |

**TOTAL DISBURSEMENTS** \$0.00

**ENDING BALANCE THRU 12/31/2024** \$2,471,108.34

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Treasurer

**RETURN TO AGENDA**

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

**BUILDING FUND**

**Beginning Balance 12/01/24** 2,959,605.20

**Receipts:**

|                               |          |
|-------------------------------|----------|
| Tax Revenue - Sarpy County/LC | 629.96   |
| Interest                      | 8,879.90 |
| Internal Transfer             | 0.00     |
| Misc. Deposits                | 0.00     |
|                               | -----    |
|                               | 9,509.86 |

**Disbursements:**

|                   |            |
|-------------------|------------|
| A/P Checks        | 142,017.37 |
| Internal Transfer | 0.00       |
|                   | -----      |
|                   | 142,017.37 |

**Ending Balance 12-31-24 Per G/L** 2,827,097.69

**CONSTRUCTION FUND**

**Beginning Balance 12/01/24** 1,342,712.87

**Receipts:**

|                                 |               |
|---------------------------------|---------------|
| Tax Revenue - Sarpy County/LC   | 0.00          |
| Interest                        | 88,905.43     |
| Bond Refunding/Misc. Receipts   | 44,622,883.20 |
| Internal Transfer from gen fund | 0.00          |
|                                 | -----         |
|                                 | 44,711,788.63 |

**Disbursements:**

|                                |               |
|--------------------------------|---------------|
| A/P Checks                     | 4,484,372.27  |
| Internal Transfers To Gen Fund | 7,000,000.00  |
| Investing Fees                 | 0.00          |
| Transfer to Five Points        | 4,200,000.00  |
|                                | -----         |
|                                | 11,484,372.27 |

**Ending Balance 12-31-24 Per G/L** 34,570,129.23

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Treasurer

**RETURN TO AGENDA**



**PAPILLION LA VISTA COMMUNITY SCHOOLS #27  
PERSONNEL ACTIONS  
BOARD OF EDUCATION  
January 27, 2025**

**Resignations**

|                                   |                   |                                |
|-----------------------------------|-------------------|--------------------------------|
| Maggie Hulstein                   | English           | Papillion La Vista High School |
| Shena Jensen                      | 3rd Grade         | Portal                         |
| Jessica Kelly                     | Kindergarten      | Carriage Hill                  |
| Margaret Skradski                 | English           | Papillion La Vista High School |
| Zechariah Stangl (24-25 Contract) | Special Education | G. Stanley Hall                |
| Brynn Waddell                     | 6th Grade         | Trumble Park                   |

**New Contracts**

|                |           |                |
|----------------|-----------|----------------|
| Ann Burmeister | Principal | Rumsey Station |
|----------------|-----------|----------------|

Ann received her Master's from the University of Nebraska Omaha in December 2021. Ann joins us from Millard Public Schools. Currently she is serving as an Administrative Intern. She has taught 3rd through 5th grade with Millard Public Schools.

|              |      |                                      |
|--------------|------|--------------------------------------|
| Abby Heimann | Math | Papillion La Vista South High School |
|--------------|------|--------------------------------------|

Abby will receive her Bachelor's degree from the University of Nebraska Omaha in May of 2025. She is currently completing her student teaching at PLSHS.

|                  |           |                  |
|------------------|-----------|------------------|
| Madeline Metzger | 2nd Grade | Parkview Heights |
|------------------|-----------|------------------|

Madeline will graduate with her Bachelor's degree from the University of Nebraska Lincoln in May 2025. Madeline is currently completing her student teaching with Lincoln Public Schools in Kindergarten.

|                 |     |                      |
|-----------------|-----|----------------------|
| David O'Connell | Art | Patriot/Trumble Park |
|-----------------|-----|----------------------|

David received his Bachelor's degree from the University of Nebraska Omaha in December 2023. David is currently teaching with Omaha Public Schools as an art teacher. David is an alumni and completed his student teaching with PLCS.

|                |         |                        |
|----------------|---------|------------------------|
| Jamiane Reiter | Spanish | La Vista Middle School |
|----------------|---------|------------------------|

Jamiane received her Master's degree from the University of Nebraska Kearney in December 2020. Jamiane is currently a Spanish teacher with Ralston High School.

|                |                   |     |
|----------------|-------------------|-----|
| Hannah Stenger | Special Education | TBD |
|----------------|-------------------|-----|

Hannah will receive her Bachelor's degree from the University of Nebraska Omaha in May 2025. Hannah is currently a student teacher with PLHS and is a graduate of PLCS and Education Academy.

|                |      |                        |
|----------------|------|------------------------|
| Jessica Volker | Math | La Vista Middle School |
|----------------|------|------------------------|

Jessica received her Doctorate of Education from the University of South Dakota in May of 2022. Jessica is currently a Math teacher with Boone Central Schools. Additionally, she is the MTSS coordinator for Boone Central Middle School.

|                |         |                         |
|----------------|---------|-------------------------|
| Michael Volker | Science | Papillion Middle School |
|----------------|---------|-------------------------|

Michael received his Master's degree from Wayne State College in May 2023. Michael is currently a Science teacher with Boone Central Schools. Additionally, he is the PBIS Facilitator.



**PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27**  
**Board of Education Proceedings**  
**January 13, 2025**

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, January 13, 2025. 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*, January 8, 2025. 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.

Superintendent Andy Rikli administered the Oath of Office to newly elected board member Elizabeth Butler and incumbents Marcus Madler and Skip Bailey.

Roll call was taken. All board members were present: Ms. SuAnn Witt, Mr. Brian Lodes, Ms. Lisa Wood, Elizabeth Butler, Mr. Marcus Madler, and Mr. Skip Bailey. There were no comments from the Board or audience.

Communication

There were no public testifiers.

Recognition

Dr. Rikli recognized Aiden Whitted from PLSHS as the first recipient of the Pensick-Pelini Center of Excellence Award.

Student Council

Ms. Nova Degbe, representative from Papillion La Vista High School, reported for the Student Council. Ms. Degbe reported on the students who were named the NCPA Academic All-State. Competition has begun for the Show Choir groups. All winter sports are in full swing. The girls and boys' basketball teams played against the Titans last Friday for the annual competition. The Monarchs won both games. The Student Council and National Honor Society will be making blankets for Project Linus as well as hosting a food drive. The Juniors will be taking the practice ACT test on Tuesday.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities he has attended this past month. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube. Dr. Rikli recognized the All-State Music and Chorus students from both PLHS and PLSHS.



Every PLCS School was recently awarded the Diamond Safety Award by the NE Department of Education. This award is recognition of protocols and safety measures commitment.

Dr. Villarreal received the NSPRA (National School Public Relations Association) Emerging Leader Award.

Dr. Rikli has traveled to Lincoln several times to meet with Governor Pillen. Discussion items consisted of budgetary items related to public schools.

The District's CIP (Continuous Improvement) visit will take place the week of January 20<sup>th</sup>. After this visit the district will start the strategic planning process.

### Board Comments

Ms. Witt volunteers at PLHS for concession help at basketball games. She also attended a Liaison Lunch at Carriage Hill.

Ms. Wood attended a wrestling match at PLSHS.

Mr. Bailey and Ms. Wood attended a Zoom MABE meeting.

Mr. Lodes attended the PLSHS and PLHS basketball game.

Mr. Madler also attended the PLSHS and PLHS basketball game.

### Committee Reports:

- Building & Grounds & Finance: Mr. Lodes reported the committee had not met.
- HR & Student Services Committee: Ms. Witt reported the committee had met. Discussion items included the 2025/26 staffing numbers and negotiations.
- Curriculum and Instruction Committee: Ms. Wood reported the committee had not met.

### Action Items – Annual Business

Election of officers for 2025: President Madler turned the election over to Dr. Rikli. Dr. Rikli requested nominations for the officer positions. Mr. Bailey nominated all positions. Mr. Lodes seconded the motion. The positions were approved unanimously by the Board.

President – SuAnn Witt

Vice President – Brian Lodes

Secretary – Lisa Wood

Treasurer – Marcus Madler

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

A motion was made by Mr. Lodes and seconded by Ms. Wood to approve the Action by Consent Annual Business items:

1. Authorize Vice-President to sign in absence of President, Secretary or Treasurer
2. Authorize Superintendent to sign for all Monies, Title Funds, Federal, State and Counties Monies and Bank Business
3. Authorize use of Facsimile Stamp
4. Designate Depositories (American National Bank, Pinnacle Bank, PFM Asset Management LLC (NSDLF+), U.S. Bank, and Five Points Bank.)
5. Designate *Sarpy Times* or other papers of general circulation as official newspaper for notification of meetings. Additional posting locations if needed: Sarpy County Court House, both High Schools, Papillion Public Library, La Vista Public Library, and the district website.

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

A motion was made by Mr. Madler and seconded by Mr. Bailey to approve the 2025 board meeting dates as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Butler, Lodes, Witt, Wood, Madler, and Bailey. Nays: None. The motion carried.

### Action Items – Monthly Business

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 and personnel, and board meeting minutes of December 9, 2024, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Witt, Wood, Madler, Bailey, and Butler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Mr. Madler to (1) approve the construction of the Papillion La Vista High School renovation and addition project as presented with the Guaranteed Maximum Price from Sampson Construction of \$5,365,753 and (2) to delegate authority to and authorize the Superintendent of Schools or Assistant Superintendent of Business Services for the school district to sign, execute and deliver such construction contracts, sign and approve any change orders, pay the contract price and expenses related to the construction projects and take all other action necessary to complete any requirements or obligations under the construction projects and contracts. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Wood, Madler, Bailey, and Lodes. Abstain: Butler, Nays: None. The motion carried.

### Discussion/Information Items

Dr. Kati Settles provided information regarding the Voluntary Separation (Temporary Early Retirement Incentive) Program and included a look at the historical numbers in applications over the last five years. There were 12 staff members that applied for the program. 67 staff members were eligible for voluntary separation this year.

Dr. Settles discussed the proposed teacher contract for the 2025/26 school year. The PLEA membership has voted to approve a one-year contract which includes:

- Base salary for 2025/26 school year of \$40,750
- Increase of \$950.00 on the base
- 4.2% salary increase
- Insurance package remains the same but saw a 5.49% increase
- Total packages increase of 4.69%
- Vertical and horizontal movement will continue.

Insurance will remain through EHA (Educators Health Alliance, BCBS of Nebraska) with three network choices for staff along with a choice between PPO (Preferred Provider Option) and HDHP (High Deductible Health Plan). The Board will act on the agreement at the January 27 board meeting.


Dr. Settles provided the Board with a demographic report of the students enrolled in our schools and the personnel employed to serve the needs of the students. This information is intended to create a foundation of knowledge that will assist board members with staffing decisions for the 2025-26 school year.

The Series 1000 Board Policies are up for annual review. Recommended changes will be discussed at the January 27 board meeting with possible action at the February 10 meeting. If there are no changes recommended, the Board will acknowledge review of the Series 1000 Board Policies at the January 27 meeting.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 7:25p.m.

Lisa Wood, Secretary  
Papillion La Vista Community School District  
Board of Education





**PAPILLION LA VISTA COMMUNITY SCHOOLS**  
**2025-2026**  
**TEACHER AGREEMENT**

THIS AGREEMENT made and entered into this 27th day of January, 2025, by and between the Board of Education of the School District of Papillion La Vista in the County of Sarpy, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and Papillion La Vista Education Association (hereinafter referred to as the “Association”). This agreement shall be effective for the 2025-2026 contract year.

**1. REPRESENTATIVE UNIT**

A. The District recognizes the Papillion La Vista Education Association as the sole and exclusive representative for the bargaining unit as provided by the Certification Order entered in Nebraska Commission of Industrial Relations Case No. 1528, Rep. Doc. No. 573, which sets forth that the bargaining unit includes all teachers, nurses, counselors, social workers, certificated behavior facilitators, professional learning facilitators, psychologists, deaf educators (deaf and hard of hearing educators), vision specialists, deans of students, speech pathologists, assistant activities directors, program coordinators, instructional coaches, technology coaches, media specialists (school librarians) and teacher facilitators of the Papillion La-Vista School District (Papillion La Vista Community Schools).

**2. CONTRACT YEAR / WORKDAYS**

A. Annual Employment Period: The annual employment period for each teacher will be 190 contract days including days with students in attendance. Additional days required of new hires for orientation or for positions with extended contracts will be paid at 1/190<sup>th</sup> of that teacher’s annual pay.

**3. SALARY SCHEDULE /PLACEMENT**

A. The salary schedules for the teachers of the District shall be in accordance with Exhibits “A1 and A2” attached. Base salary for the 2025-2026 school year is \$40,750.

B. Teachers will advance one step vertically on the newly adopted salary schedule for the 2025-2026 school year.

C. There will be horizontal movement for additional hours earned in accordance with this Agreement for the 2025-2026 school year.

D. Credit hours used for salary determination and for advancement in the BA+ range must have been earned after the BA Degree was earned. Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Graduate credit must be issued by a college with regional accreditation (such as Higher Learning Commission), or course work must be approved by the Human

Resources Administrator PRIOR to enrolling in the class. Graduate hours approved for salary schedule placement, and individual teacher's degree program for which previous coursework has been approved for salary schedule placement before 2013-14, will be grandfathered.

E. Any hours that are to be applied to the salary index must be education-related graduate hours or approved undergraduate hours for additional endorsements or specialties when such hours have been approved in writing in advance by the Assistant Superintendent of HR or designee.

F. Teachers who acquire the necessary additional hours of college credit shall report those hours to the district by September 1 and be placed on the appropriate step and column of the salary schedule. Any adjustment for prior months shall be reflected in the October paycheck. All remaining paychecks will reflect appropriate placement.

G. Additional compensation will be paid to specific teachers from the Supplementary Salary Schedule as agreed to and attached as Appendix "B1" to this Agreement.

H. Effective with the 2011-12 and 2012-13 contracts, new hires to the district coming in with zero years of previous experience will be placed on Step one (1) and will move vertically thereafter as the salary schedule allows and negotiations authorizes. New hires for the 2023-2024 contract year and forward with one or more years of experience will be placed on a step commensurate with, and up to 15 years of their actual previous experience plus one step, in the column appropriate with their educational attainment, up to and including Step 16. Student teachers who accept employment with the district consecutively following their semester or year as a student teacher and begin their teaching career as a new hire in PLCS will be placed on step two (2), honoring their prior experience in PLCS.

I. For any non-contract days for which an employee is required to be in attendance, the teacher will receive 1/190<sup>th</sup> of his or her salary for each day the contract is extended.

J. Any teacher who is on Step 17 (L1) will earn a 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 18 (L2) through 21 (L5). Any teacher who is on Step 22 (L6), in columns MA+9 or higher will earn an additional 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 23 (L7) through 26 (L10). (See Appendix A1 and Appendix A2)

K. Part-time employees will receive prorated salary and benefits at the same fraction as their full-time equivalency employment. The employee shall have the option to pay for the additional coverage not covered by the district as is allowed by the benefit carrier contracts. Salary advancement will be credited at the rate of one year of experience for each year of 50% or greater employment.

L. High Need Degrees/Hours: For 2017-18 and each year thereafter, the District may allocate a maximum of \$50,000 to provide expense reimbursement for designated high need degrees and/or graduate hours and/or endorsements in designated subject areas. Teachers who are reimbursed for expenses to obtain high need degrees and/or graduate hours and/or endorsements will be expected to remain in the district for a minimum of three years after the reimbursement. If the teacher stays less than three years, the teacher will be expected to repay the district a

proportionate share of the reimbursement, e.g., if the teacher leaves two years after receiving reimbursement, they would owe the district one third of the district's reimbursement to them. The policies, procedures, implementation and all decisions related thereto, including the designation of the applicable degrees and graduate hour subject areas and endorsement areas, shall be the sole responsibility of the District; provided however, the District will review the program and solicit input from the Association prior to implementation.

M. High Need Certification/Hard to Fill Areas: For 2023-2024 and each year thereafter, the District will notify the Association no later than the fourth Monday of January of the District's designation of high need and/or hard to fill positions. When the District hires a new teacher or current teacher for the designated high need or hard to fill positions, the District may offer an additional one time \$1500 in salary for the first year in the High Need Certification/Hard to Fill Area. This designation is at the discretion of the school district based on current needs and will be made per position, with the designations presented to the Association as specified above.

N. When an error has been made in salary or a benefit deduction, the salary/deduction shall be corrected for the current contract year and the previous contract year, only.

#### 4. NURSES

A. For the purposes of this negotiated agreement, the reference to "NURSE" is defined as a Registered Nurse employed by Papillion La Vista Community Schools as a "School Nurse" or a "Teaching Nurse." A school nurse practices a specialized area of public health nursing with responsibilities that include advocating for student-centered care, providing care coordination, and collaborating with stakeholders to bridge health care and education. A teaching nurse provides direct instruction to high school students through health-related coursework. School nurses and teaching nurses are members of the bargaining unit and are subject to the terms and conditions of the negotiated agreement.

B. Registered nurses hired specifically to provide health services to students with fragile medical needs are not included in the bargaining unit and are not subject to the terms and conditions of the negotiated agreement with teachers. Further, certified nursing assistants, certified medical assistants, certified medication aides and licensed practical nurses are not included in the bargaining unit.

C. A nurse without a bachelor's degree will be placed in a separate column on the nurses salary schedule, noted as RN, and must obtain a bachelor's degree prior to horizontal movement on the salary schedule. See Appendix A2.

D. Nurses with a bachelor's degree (BSN) or master's degree (MSN) earn horizontal movement on the nurses salary schedule for approved graduate hours and/or continued education contact hours as determined by continued education units (CEs). CEs are required for nurses to maintain a nursing license/certification.

E. For the purposes of this agreement, 15 CEs are equivalent to one graduate hour. CEs must be completed off contract time. For example, CEs may be offered by an agency for CPR training, however, the district offers CPR training during contract time. Only CEs earned as a result of registration paid by the individual nurse will be approved for horizontal movement on the salary schedule.

F. A master's degree in nursing is required for horizontal movement beyond the BA+36/MA column, and a terminal degree (e.g. PhD, EdD, DNP) is required for horizontal movement beyond the MA+36 column.

#### 5. PLAN TIME COMPENSATION

A. The District recognizes the importance of plan time and will strive to provide daily plan time for all teachers. Teachers covering for absent colleagues when a substitute is not in place shall be reimbursed for each planning period lost. Compensation will be paid at \$33.00 for each planning period or proportion thereof. The building administrator will have the sole responsibility of implementing a process to file the time sheets for reimbursement.

B. Teachers requesting to leave school for less than a full day will be given permission only by the administrator. If another teacher is asked by the administrator to give up plan time to take the absent teacher's place, the covering teacher will be compensated. Compensation for that teacher will be \$33.00 for each planning period or proportion thereof. The building administrator will have the sole responsibility of implementing a process to file the time sheets for reimbursement.

C. Teachers may secure, in agreement with the principal, another teacher to cover a class or part of a class without loss of accumulated leave. The teacher who agrees to cover the class will not receive district compensation.

#### 6. INSURED BENEFITS

A. Term Life Insurance: The board will pay the premium, which provides \$20,000 of group term life insurance for each employee. An employee may purchase additional term life insurance at his/her own expense as may be permitted by the terms of the insurance policy.

B. Income Protection: The district shall pay the premium for a 60 calendar-day elimination period, long term disability insurance. The insurance coverage will be at 60% for each employee, based on the employee's salary and health insurance premium.

C. Health Insurance:

(1) Health Insurance Plan Provider and Deductible: The Board of Education, in its sole discretion, shall determine the group health and dental insurance provider, plan, and definition of dependent for the 2025-2026 contract year, and make such health and dental insurance plan available to all employees subject to this agreement. Such health insurance plan shall:

(a) provide all employees electing to enroll in health and dental insurance a \$1,900 annual deductible for the employee health insurance plan accompanied by a separate \$1,900 annual deductible for the employee's dependents, with health and dental insurance benefits generally equivalent to those set forth on Appendix C and the Health and Dental Insurance Benefit Summary Agreement for the 2025-2026 Plan Year entered into by the School District and the Association which are incorporated herein by this reference; and

(b) make available to employees electing to enroll in health and dental insurance an HSA-eligible \$3,800 deductible, 10 percent coinsurance high deductible health plan (HDHP), and dental insurance benefits generally equivalent to those set forth on Appendix D1 and the Health and

Dental Insurance Benefit Summary Agreement for the 2025-2026 Plan Year entered into by the School District and the Association which are incorporated herein by this reference. Married employees may elect two single HDHP health insurance policies rather than Employee and Spouse family coverage when: both spouses are employed by the district, each is individually eligible for health insurance, and the district pays the health insurance premium. If children are covered by either of the married employees, both spouses and their children will be covered under one family policy.

(2) Coverage Provided to Employees and Employee Contribution to Premiums:

(a) School District Provided Self-Only (Employee) Health Insurance: The Board of Education shall pay 100% of the premium for the self-only (Employee) health and dental insurance coverage, and the level of dependent health insurance coverage for which an employee may qualify should they elect to receive such dependent coverage subject to the employee’s contribution toward the total cost of the dependent health insurance premium set forth in subparagraph b. below. For each employee receiving self-only coverage through the HDHP, the Board of Education shall contribute to a health savings account held in that employee’s name an amount equal to 100% of the difference between the HDHP premium cost and the cost of self-only coverage through the lower deductible plan. For each employee receiving dependent coverage through the HDHP, the Board of Education shall contribute to a health savings account held in that employee’s name an amount equal to 93% of the difference between the HDHP premium cost and the cost of dependent coverage through the lower deductible plan.

(b) Employee Contribution to Dependent Health Insurance Premium: Employees electing to take dependent health insurance coverage will contribute to the monthly premium costs of such coverage an amount not to exceed seven percent (7%) of the total cost of Employee/Child(ren), Employee/Spouse, or Employee/Spouse and Child(ren) dependent health insurance monthly premium costs for the level of insurance elected by the employee per month but in no event shall the Employee contribute more that the following amounts for 2025-2026. Maximum rates of contribution for 2026-2027 will be published by November 1, 2025.

| <b>Level of Dependent Health Insurance Coverage</b> | <b>Employee Contribution Toward Monthly Premium</b> |
|---|---|
| Employee/Child(ren)                                 | \$103.47  |
| Employee/Spouse                                     | \$117.45  |
| Employee/Spouse and Child(ren)                      | \$157.70  |

If the employee and his/her spouse are employed by the district and both qualify for the insurance program, they will be provided dependent coverage with no participation in the premium cost.

D. Dependent Dental Insurance: Employees electing to take dependent dental insurance shall pay the full cost of that portion of the monthly premium for the level of coverage elected that exceeds the monthly premium cost for self-only (Employee) dental insurance, but in no event shall the Employee contribute more for the 2025-2026 contract year than the following amounts:



| Level of Dependent Dental Insurance Coverage | Employee Contribution Toward Monthly Premium |
|--|--|
| Employee/Child(ren)                          | \$26.98                                      |
| Employee/Spouse                              | \$34.92                                      |
| Employee/Spouse and Child(ren)               | \$57.83                                      |

Any premium costs necessary to maintain dependent dental coverage that exceeds the employee contribution limits set forth herein for the 2025-2026 contract year shall be paid by the School District. Maximum rates for 2026-2027 will be published by March 1, 2026.

Teachers on Extended Leave: When teachers take an extended leave, their insurance premium will be paid for the month in which they leave plus the following month. Nothing in this Agreement shall be construed to in any way modify or limit an employee's rights under the Family and Medical Leave Act of 1993 (FMLA).

E. The teachers who are employed at less than full time (1.0 FTE) but at least 0.4 FTE shall be provided the option of extending, through payroll deduction from their salary, individual coverage to full family coverage for both dental and/or health insurance for themselves and their eligible family members. The District will pay 100% of the Single Coverage Premium or the FTE prorated family premium, whichever is greater.

F. New employees are not covered by Health Insurance until September 1. If hired after the start of the school year, coverage begins on the first day of the month following employment.

G. In the case of a multi-year agreement, if the total cost of health and dental insurance premiums is set to increase by less than two percent (2%) or more than seven (7%), either negotiation team, Teachers or Board, may reopen negotiations to adjust compensation.

## 7. ACCUMULATED LEAVE

A. Accumulated leave with pay shall be granted on the basis of one (1) eight-hour day per calendar month (12 days/96 hours per year) for each full-time employee, and pro-rated accordingly for part-time employees and those hired after September 1<sup>st</sup>. Accrued accumulated leave will be posted on each monthly payroll advice, and leave balances will be made available to employees online. Personal leave as described throughout Section 7 shall be available at the beginning of each contract year. Illness leave shall be at the beginning of the contract year. Teachers may access unearned accumulated leave, not to exceed the total accumulated leave for the contract year. Use of accumulated leave in excess of the employee's balance will result in a dock in pay.

B. Earned leave may be accumulated from year to year until a teacher has accumulated a maximum of one hundred twenty (120) days.

C. Accumulated Leave Buy-back Program: Teachers who have unused accumulated leave beyond the 120-day maximum at the end of a contract year will be eligible to annually sell back

up to 12 unused days down to the 120-day maximum. Each day would be compensated at a rate of ½ the current daily substitute rate of pay.

D. When a teacher separates from the district, that teacher shall be paid for unused accumulated leave at the rate of one-half (1/2) of the district's current daily pay for substitute teachers, not to exceed ninety (90) days. This benefit may be withheld if the employee fails to fulfill the contract or has their contract canceled.

E. After three (3) consecutive days of an employee's absence for illness, the District may request a licensed physician's certificate for the absence to be counted as accumulated leave.

F. Accumulated leave may be taken for personal illness as well as for an illness of the individual's family – (father, mother, grandfather, grandmother, father-in-law, mother-in-law, spouse, child, grandchild, brother, sister or legal dependent). Additional absences will be considered under the personal leave section of this agreement.

G. If an individual has exhausted his/her accumulated leave days due to personal illness or incapacitation or a dependent's illness or incapacitation (spouse or minor child for whom the employee is legally and financially responsible), the individual shall retain all employment rights and the district shall continue to pay all insurance premiums provided for in this contract during the time the employee is eligible as defined by the Family Medical Leave Act.

H. A teacher shall be allowed to use available accumulated leave when he/she is adopting a child. Leave will be granted upon completion and approval of the Family and Medical Leave application.

I. Personal leave is for activities of an unusual nature that cannot be scheduled outside the teacher's regular duty day. Teachers shall apply for Personal Leave by submitting a request in writing (explanation or reason is not required) to the building administrator. The administrator shall acknowledge and submit the application to the Assistant Superintendent of Human Resources for his/her approval. Unused personal leave will convert to illness accumulated leave at the end of the school year.

The number of personal leave requests granted will not exceed 4% of the district teaching staff on any given contract day, and the number of personal leave requests granted per building will not exceed eight percent (8%) of the building's certified teaching staff.

The number of accumulated leave days that may be used for Personal Leave are as follows:

- Teachers may apply to use 4 of their 12 accumulated leave days as personal days per year.
- Days shall be granted in no less than half day increments when a sub is required and may be used intermittently or contiguously.

J. Qualified certified staff members have the option to exchange two accumulated sick leave days in order to gain one additional day of personal leave. A certified staff member may apply for this exchange annually by submitting an electronic form to Human Resources by the 1<sup>st</sup> of June.

- To qualify, a staff member must have completed 10 or more years of service.
- Those with 10 or more years of service may apply for one exchange annually.
- Those with 20 or more years of service may apply for two exchanges annually.

The newly converted days may be used beginning with the following school year (e.g. days exchanged by June 1, 2021 may be used during the 2021-22 school year).

#### 8. EXTENDED LEAVE/LEAVE OF ABSENCE

A teacher who is not able to continue his/her teaching duties, due to personal or family reasons, may be considered for a leave of absence without pay.

A. Semester Long Extended Leave. Extended leave for one semester without pay may be granted if it is requested in writing. In order to initiate this type of leave, a letter must be submitted to the Assistant Superintendent of Human Resources requesting a semester long extended leave. Any extenuating circumstances may be included. The district will arrange for a substitute and the person requesting leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. The employee will retain all seniority and accumulated leave. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. Leave of Absence. If the teacher's request is for a one-year leave of absence, the leave may be granted. If such leave is granted, the teacher will be able to return to a comparable position in the district. The district may deny a one-year request on the basis of availability of a substitute, a predicted RIF, or if the number of requests cause undue hardship on the district or a particular building. The district will maintain all seniority and accumulated sick leave for the employee. In order to initiate this type of leave, a letter must be submitted to the Assistant Superintendent of Human Resources requesting a leave of absence. This letter indicates the amount of leave requested will not exceed two school semesters. (The statement above "without pay" also includes all salary and fringe benefits, unless otherwise specified in this section). The District must be notified of the intent to return from a leave of absence by February 1. If notification is not received, resignation is posted and reapplication with the District must occur. The district may limit the amount of "Leave of Absence" approvals to no more than five per year.

#### 9. ASSOCIATION LEAVE

A. The Association shall be granted forty (40) days total leave per year for the membership, provided that the Association shall assume and pay the cost of the engagement of any substitute teacher or teachers required on such occasions with coordination with the teacher's building administrator.

B. An employee who is elected to a NEA/NSEA office or PLEA President shall, upon written application to the employer, be granted a leave of absence without pay of up to six (6) consecutive years. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier. The District will recognize time served in the

PLEA President position for salary schedule advancement. The employee will retain all seniority and accumulated leave.

#### 10. BEREAVEMENT LEAVE

Absence from work will be allowed so that the employee may have consecutive workdays following the death of a relative without loss of pay following these parameters:

| Days                      | Relationship  | Definitions which apply  |
|---------------------------|---|--|
| Up to 10 consecutive days | Employee's spouse, domestic partner, or child   | -Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely.<br>-"Child" is the employee's biological child, adopted child, foster child, stepchild, or legal ward |
| Up to 5 consecutive days  | Employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's home. | Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.  |
| Up to 3 consecutive days  | Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.                    | To be used for the purpose of attending the funeral services for the family member   |

Additional absences will be considered under the Accumulated Leave of this Agreement.

For family members not listed in this chart, personal leave is appropriate to attend the funeral services.

If leave cannot be arranged to be consecutive, approval must be given by the supervisor with direction from the Assistant Superintendent of Human Resources. Leave will not be allowed to be spread out over an unreasonable extended period of time.

## 11. SABBATICAL LEAVE

A. No more than two (2) Sabbatical Leaves will be granted in any one fiscal year. A teacher, to be eligible for Sabbatical Leave, shall have served in the Papillion-La Vista School District five (5) consecutive years. The only reimbursement for Sabbatical Leave will be the payment of the family health/single dental insurance premium for the individual involved, to the level agreed to in this negotiated agreement. The person receiving Sabbatical Leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. The teachers will be asked to sign an agreement that they will serve the District one (1) full school year for each semester of Sabbatical Leave granted. The deadline date for an application to be submitted to the Superintendent of Schools, or his/her designee, for Sabbatical Leave to be considered, is the first working day in March of the year the leave is requested.

## 12. PUBLIC OFFICE

A. An employee who is elected to a municipal, county, state or federal office shall, upon written application to the employer, be granted a leave of absence without pay of up to four (4) consecutive years except where prohibited by law. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier.

## 13. MILITARY LEAVE

A. Any employee covered by this agreement shall be granted military leave consistent with Federal statutes.

## 14. JURY DUTY/ELECTION DUTY AND SUBPOENA LEAVE

A. Leave of absence with pay will be granted for jury duty. The teacher will notify the district when notification to serve on jury duty is received. Any pay received, less mileage will be reimbursed to the district.

B. Leave of absence with pay will be granted when a teacher is subpoenaed to appear in a court of law. Any pay received, less mileage, shall be reimbursed to the district.

C. Leave of absence with pay will be granted for election duty if summoned. The teacher will notify the district when notification to serve on the election board is received. Any pay received, less mileage, will be reimbursed to the district.

## 15. GRIEVANCE PROCEDURES

A. A claim upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers as specified in the contractual agreement between the Papillion-La Vista Education Association and the District and/or the interpretations, meaning, or application of the contractual agreement between the Papillion-La Vista Education Association and the District is a grievance.

B. A Teachers' Rights committee composed of not more than three (3) members of the Association shall be designated by the Association for the purpose of handling grievances. Meetings between this committee and the District representatives shall be arranged between these two groups on a mutually satisfactory basis. Grievances shall be handled immediately in the following manner:

- (1) Between the principal and aggrieved party, with or without a representative of the Association. This meeting shall take place within ten (10) contract days of knowledge of the incident which is the basis of the grievance.
- (2) If satisfactory adjustment of such grievance shall not thereby have been reached, the Grievant shall have the right to submit a written grievance with the Superintendent of Schools within ten (10) contract days of the conclusion of the meeting with his/her principal, as outlined above. A copy of the written grievance shall be filed with the designated member of the Association Teachers' Rights Committee.
- (3) Based on the written grievance, a hearing shall be conducted within ten (10) contract days after receipt of the written grievance. The Grievant may be represented by the Association at the hearing. The Superintendent of Schools shall within ten (10) contract days thereafter render the decision, in writing, to the Grievant and to the Association Grievance Committee.
- (4) In the event a dispute shall arise between the administration and the Association with reference to the proper interpretation or application of the provision of this contract, and if such dispute cannot be settled by mutual agreement of the parties, then, within ten (10) contract days, the District shall conduct a hearing on the grievance and shall render a decision thereon within ten (10) contract days following the hearing. The Grievant shall have the right to be represented at such a hearing by a representative of the Association. The decision of the District shall be reduced to writing, and written copies of the decision shall be provided to the Grievant, Superintendent of Schools, Principal of the Grievant, and to the local and state officers of the Association.
- (5) Any extension of time limitations of this procedure may be extended upon the written mutual agreement of both parties.

## 16. COMMUNICATIONS

A. The District will allow for a bulletin board and email communication from PLEA Officers to use for the posting and sharing of information to certificated staff members. The information on the bulletin board and in emails shall be limited to general information regarding meetings, elections, surveys, social activities, education activities, certificated staff vacancies, and other

notices mutually agreed upon between the Association and the Superintendent of Schools or his designee.

B. The District will provide an electronic copy of all vacancy notices that may be posted by the Association President.

C. Endorsed vendors of NSEA will be allowed in District buildings before or after duty hours of employees so long as the educational process is not disrupted and employees are not required to participate in vendor activities.

D. Association meetings will be allowed in District buildings before or after the duty day so long as the educational process is not disrupted.

#### 17. SUPPLEMENTARY SALARY SCHEDULE

A. The supplemental salaries are agreed upon and set forth in the Supplemental Salary Schedule attached to this agreement as Appendix "B". If the District decides to add a newly created position to the Supplementary Salary Schedule at any point during the contract year, a meeting with Papillion La Vista Education Association will be called to reach agreement on compensation for that position.

B. If two or more teachers are assigned to share a duty, the payout for that position will be split based upon the number of persons and the percentage of remuneration assigned to that duty.

C. Teachers who have completed ten (10) years of experience in a particular sport, activity or duty will receive a 10% increase in the standard supplemental salary for that category.

D. Employees who are not certified teachers but are covered by this contract who hold national certification in other specialties that are equivalent to the National Board for Professional Teaching Standards Certification will receive a 5% of base increase in their salary. The school district will reimburse the examination/processing fee up to \$2,500 per individual at a maximum district total cost of \$8,000. The district will approve those representatives who qualify for reimbursement.

E. Employees who teach online courses outside of their duty day will be compensated. The rate of compensation for coursework that, if offered during the regular school day would be considered academic coursework (e.g., English, Social Studies, Math, Science, Business, Art History) may be paid a different rate than automated coursework (e.g., Physical Education). Listed as Extra Duty on the Supplemental Salary in Appendix B.

#### 18. REDUCTION IN FORCE

A. Reductions in certificated staff may sometimes be necessary due to declining enrollment, budgetary considerations, program changes or other factors. Where possible, any reductions shall be accomplished through the normal attrition of the staff. Where normal attrition does not produce sufficient reductions, the superintendent will recommend to the Board the names of teachers to be terminated. All recommendations will follow the letter and spirit of applicable laws. In general, selections for RIF terminations will be made on the basis of least seniority. However, consideration must be given to (1) the program offerings of the district, (2) areas of

certification and endorsement which may be required to maintain accreditation, (3) laws which may mandate certain employment practices, and (4) special qualifications that may require specific training and/or experience. Employees terminated through RIF will be offered re-employment by the district in any future opening for which they qualify for a period of two years. Upon re-employment, the employee shall resume the position on the salary schedule that is dictated by his/her experience, training and length of service to the district.

B. The District will provide the Association names of employees RIF'd upon notification to said employee.

#### 19. METHOD OF PAY

A. A direct deposit system exists for direct bank deposits of the monthly paychecks. The date of the direct deposits will be the fifteenth (15<sup>th</sup>) of each month.

#### 20. WORKPLACE SAFETY COMMITTEE REPRESENTATION

A. The parties agree to collaboratively, through the Workplace Safety Committee process, develop improved security procedures, expand training opportunities for all staff, and engage in cooperative problem solving to improve workplace safety. The Association shall elect or appoint a member to serve on the District's Workplace Safety Committee. The term of this representative shall be two (2) years, and reappointment may occur. All PLEA members shall have the opportunity to express interest in serving on the committee. The Association will develop the process of seeking interested participants and appointing or electing their representatives to serve on this committee.

#### 21. SEVERABILITY

A. If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

B. This Agreement will continue until replaced by a successor agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 27th day of January 2025.

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PRESIDENT, PAPILLION-LA VISTA EDUCATION ASSOCIATION

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PRESIDENT, BOARD OF EDUCATION



**Appendix A1**  
**Papillion La Vista Community Schools**  
**Salary and Index Schedule 2025-2026**

| STEP | BA                | BA+9              | BA+18             | BA+27             | BA+36<br>MA       | MA+9              | MA+18             | MA+27             | MA+36<br>EDSpec.  | PhD<br>EdD        |
|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 1    | 1.000<br>\$40,750 | 1.045<br>\$42,584 | 1.090<br>\$44,418 | 1.135<br>\$46,251 | 1.180<br>\$48,085 | 1.225<br>\$49,919 | 1.270<br>\$51,753 | 1.315<br>\$53,586 | 1.360<br>\$55,420 | 1.405<br>\$57,254 |
| 2    | 1.040<br>\$42,380 | 1.085<br>\$44,214 | 1.130<br>\$46,048 | 1.175<br>\$47,881 | 1.220<br>\$49,715 | 1.265<br>\$51,549 | 1.310<br>\$53,383 | 1.355<br>\$55,216 | 1.400<br>\$57,050 | 1.445<br>\$58,884 |
| 3    | 1.080<br>\$44,010 | 1.125<br>\$45,844 | 1.170<br>\$47,678 | 1.215<br>\$49,511 | 1.260<br>\$51,345 | 1.305<br>\$53,179 | 1.350<br>\$55,013 | 1.395<br>\$56,846 | 1.440<br>\$58,680 | 1.485<br>\$60,514 |
| 4    | 1.120<br>\$45,640 | 1.165<br>\$47,474 | 1.210<br>\$49,308 | 1.255<br>\$51,141 | 1.300<br>\$52,975 | 1.345<br>\$54,809 | 1.390<br>\$56,643 | 1.435<br>\$58,476 | 1.480<br>\$60,310 | 1.525<br>\$62,144 |
| 5    | 1.160<br>\$47,270 | 1.205<br>\$49,104 | 1.250<br>\$50,938 | 1.295<br>\$52,771 | 1.340<br>\$54,605 | 1.385<br>\$56,439 | 1.430<br>\$58,273 | 1.475<br>\$60,106 | 1.520<br>\$61,940 | 1.565<br>\$63,774 |
| 6    | 1.200<br>\$48,900 | 1.245<br>\$50,734 | 1.290<br>\$52,568 | 1.335<br>\$54,401 | 1.380<br>\$56,235 | 1.425<br>\$58,069 | 1.470<br>\$59,903 | 1.515<br>\$61,736 | 1.560<br>\$63,570 | 1.605<br>\$65,404 |
| 7    |                   | 1.285<br>\$52,364 | 1.330<br>\$54,198 | 1.375<br>\$56,031 | 1.420<br>\$57,865 | 1.465<br>\$59,699 | 1.510<br>\$61,533 | 1.555<br>\$63,366 | 1.600<br>\$65,200 | 1.645<br>\$67,034 |
| 8    |                   | 1.325<br>\$53,994 | 1.370<br>\$55,828 | 1.415<br>\$57,661 | 1.460<br>\$59,495 | 1.505<br>\$61,329 | 1.550<br>\$63,163 | 1.595<br>\$64,996 | 1.640<br>\$66,830 | 1.685<br>\$68,664 |
| 9    |                   |                   | 1.410<br>\$57,458 | 1.455<br>\$59,291 | 1.500<br>\$61,125 | 1.545<br>\$62,959 | 1.590<br>\$64,793 | 1.635<br>\$66,626 | 1.680<br>\$68,460 | 1.725<br>\$70,294 |
| 10   |                   |                   | 1.450<br>\$59,088 | 1.495<br>\$60,921 | 1.540<br>\$62,755 | 1.585<br>\$64,589 | 1.630<br>\$66,423 | 1.675<br>\$68,256 | 1.720<br>\$70,090 | 1.765<br>\$71,924 |
| 11   |                   |                   |                   | 1.535<br>\$62,551 | 1.580<br>\$64,385 | 1.625<br>\$66,219 | 1.670<br>\$68,053 | 1.715<br>\$69,886 | 1.760<br>\$71,720 | 1.805<br>\$73,554 |
| 12   |                   |                   |                   | 1.575<br>\$64,181 | 1.620<br>\$66,015 | 1.665<br>\$67,849 | 1.710<br>\$69,683 | 1.755<br>\$71,516 | 1.800<br>\$73,350 | 1.845<br>\$75,184 |
| 13   |                   |                   |                   | 1.615<br>\$65,811 | 1.660<br>\$67,645 | 1.705<br>\$69,479 | 1.750<br>\$71,313 | 1.795<br>\$73,146 | 1.840<br>\$74,980 | 1.885<br>\$76,814 |
| 14   |                   |                   |                   |                   | 1.700<br>\$69,275 | 1.745<br>\$71,109 | 1.790<br>\$72,943 | 1.835<br>\$74,776 | 1.880<br>\$76,610 | 1.925<br>\$78,444 |
| 15   |                   |                   |                   |                   | 1.740<br>\$70,905 | 1.785<br>\$72,739 | 1.830<br>\$74,573 | 1.875<br>\$76,406 | 1.920<br>\$78,240 | 1.965<br>\$80,074 |
| 16   |                   |                   |                   |                   | 1.780<br>\$72,535 | 1.825<br>\$74,369 | 1.870<br>\$76,203 | 1.915<br>\$78,036 | 1.960<br>\$79,870 | 2.005<br>\$81,704 |
| 17   |                   |                   |                   |                   | 1.800<br>\$73,350 | 1.845<br>\$75,184 | 1.890<br>\$77,018 | 1.935<br>\$78,851 | 1.980<br>\$80,685 | 2.025<br>\$82,519 |
| 18   |                   |                   |                   |                   | 1.810<br>\$73,758 | 1.855<br>\$75,591 | 1.900<br>\$77,425 | 1.945<br>\$79,259 | 1.990<br>\$81,093 | 2.035<br>\$82,926 |
| 19   |                   |                   |                   |                   | 1.820<br>\$74,165 | 1.865<br>\$75,999 | 1.910<br>\$77,833 | 1.955<br>\$79,666 | 2.000<br>\$81,500 | 2.045<br>\$83,334 |
| 20   |                   |                   |                   |                   | 1.830<br>\$74,573 | 1.875<br>\$76,406 | 1.920<br>\$78,240 | 1.965<br>\$80,074 | 2.010<br>\$81,908 | 2.055<br>\$83,741 |
| 21   |                   |                   |                   |                   | 1.840<br>\$74,980 | 1.885<br>\$76,814 | 1.930<br>\$78,648 | 1.975<br>\$80,481 | 2.020<br>\$82,315 | 2.065<br>\$84,149 |
| 22   |                   |                   |                   |                   | 1.860<br>\$75,795 | 1.905<br>\$77,629 | 1.950<br>\$79,463 | 1.995<br>\$81,296 | 2.040<br>\$83,130 | 2.085<br>\$84,964 |
| 23   |                   |                   |                   |                   |                   | 1.915<br>\$78,036 | 1.960<br>\$79,870 | 2.005<br>\$81,704 | 2.050<br>\$83,538 | 2.095<br>\$85,371 |
| 24   |                   |                   |                   |                   |                   | 1.925<br>\$78,444 | 1.970<br>\$80,278 | 2.015<br>\$82,111 | 2.060<br>\$83,945 | 2.105<br>\$85,779 |
| 25   |                   |                   |                   |                   |                   | 1.935<br>\$78,851 | 1.980<br>\$80,685 | 2.025<br>\$82,519 | 2.070<br>\$84,353 | 2.115<br>\$86,186 |
| 26   |                   |                   |                   |                   |                   | 1.945<br>\$79,259 | 1.990<br>\$81,093 | 2.035<br>\$82,926 | 2.080<br>\$84,760 | 2.125<br>\$86,594 |

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix A2**  
**Papillion La Vista Community Schools**  
**School Nurse Salary and Index Schedule 2025-26**

| STEP | RN                | BSN               | BSN +9 or<br>135 CE's | BSN +18 or<br>270 CE's | BSN +27 or<br>405 CE's | BSN +36 or<br>540 CE's or<br>MSN | MSN +9 or<br>135 new CE's | MSN +18 or<br>135 new/270<br>total CE's | MSN +27 or<br>135 new/405<br>total CE's | MSN +36 or<br>135 new/540<br>total CE's | Terminal<br>Degree<br>PhD/DNP/<br>EdD |
|------|-------------------|-------------------|-----------------------|------------------------|------------------------|----------------------------------|---------------------------|---|---|---|---------------------------------------|
| 1    | 1.000<br>\$40,750 | 1.000<br>\$40,750 | 1.045<br>\$42,584     | 1.090<br>\$44,418      | 1.135<br>\$46,251      | 1.180<br>\$48,085                | 1.225<br>\$49,919         | 1.270<br>\$51,753                       | 1.315<br>\$53,586                       | 1.360<br>\$55,420                       | 1.405<br>\$57,254                     |
| 2    | 1.040<br>\$42,380 | 1.040<br>\$42,380 | 1.085<br>\$44,214     | 1.130<br>\$46,048      | 1.175<br>\$47,881      | 1.220<br>\$49,715                | 1.265<br>\$51,549         | 1.310<br>\$53,383                       | 1.355<br>\$55,216                       | 1.400<br>\$57,050                       | 1.445<br>\$58,884                     |
| 3    | 1.080<br>\$44,010 | 1.080<br>\$44,010 | 1.125<br>\$45,844     | 1.170<br>\$47,678      | 1.215<br>\$49,511      | 1.260<br>\$51,345                | 1.305<br>\$53,179         | 1.350<br>\$55,013                       | 1.395<br>\$56,846                       | 1.440<br>\$58,680                       | 1.485<br>\$60,514                     |
| 4    | 1.120<br>\$45,640 | 1.120<br>\$45,640 | 1.165<br>\$47,474     | 1.210<br>\$49,308      | 1.255<br>\$51,141      | 1.300<br>\$52,975                | 1.345<br>\$54,809         | 1.390<br>\$56,643                       | 1.435<br>\$58,476                       | 1.480<br>\$60,310                       | 1.525<br>\$62,144                     |
| 5    | 1.160<br>\$47,270 | 1.160<br>\$47,270 | 1.205<br>\$49,104     | 1.250<br>\$50,938      | 1.295<br>\$52,771      | 1.340<br>\$54,605                | 1.385<br>\$56,439         | 1.430<br>\$58,273                       | 1.475<br>\$60,106                       | 1.520<br>\$61,940                       | 1.565<br>\$63,774                     |
| 6    | 1.200<br>\$48,900 | 1.200<br>\$48,900 | 1.245<br>\$50,734     | 1.290<br>\$52,568      | 1.335<br>\$54,401      | 1.380<br>\$56,235                | 1.425<br>\$58,069         | 1.470<br>\$59,903                       | 1.515<br>\$61,736                       | 1.560<br>\$63,570                       | 1.605<br>\$65,404                     |
| 7    |                   |                   | 1.285<br>\$52,364     | 1.330<br>\$54,198      | 1.375<br>\$56,031      | 1.420<br>\$57,865                | 1.465<br>\$59,699         | 1.510<br>\$61,533                       | 1.555<br>\$63,366                       | 1.600<br>\$65,200                       | 1.645<br>\$67,034                     |
| 8    |                   |                   | 1.325<br>\$53,994     | 1.370<br>\$55,828      | 1.415<br>\$57,661      | 1.460<br>\$59,495                | 1.505<br>\$61,329         | 1.550<br>\$63,163                       | 1.595<br>\$64,996                       | 1.640<br>\$66,830                       | 1.685<br>\$68,664                     |
| 9    |                   |                   |                       | 1.410<br>\$57,458      | 1.455<br>\$59,291      | 1.500<br>\$61,125                | 1.545<br>\$62,959         | 1.590<br>\$64,793                       | 1.635<br>\$66,626                       | 1.680<br>\$68,460                       | 1.725<br>\$70,294                     |
| 10   |                   |                   |                       | 1.450<br>\$59,088      | 1.495<br>\$60,921      | 1.540<br>\$62,755                | 1.585<br>\$64,589         | 1.630<br>\$66,423                       | 1.675<br>\$68,256                       | 1.720<br>\$70,090                       | 1.765<br>\$71,924                     |
| 11   |                   |                   |                       |                        | 1.535<br>\$62,551      | 1.580<br>\$64,385                | 1.625<br>\$66,219         | 1.670<br>\$68,053                       | 1.715<br>\$69,886                       | 1.760<br>\$71,720                       | 1.805<br>\$73,554                     |
| 12   |                   |                   |                       |                        | 1.575<br>\$64,181      | 1.620<br>\$66,015                | 1.665<br>\$67,849         | 1.710<br>\$69,683                       | 1.755<br>\$71,516                       | 1.800<br>\$73,350                       | 1.845<br>\$75,184                     |
| 13   |                   |                   |                       |                        | 1.615<br>\$65,811      | 1.660<br>\$67,645                | 1.705<br>\$69,479         | 1.750<br>\$71,313                       | 1.795<br>\$73,146                       | 1.840<br>\$74,980                       | 1.885<br>\$76,814                     |
| 14   |                   |                   |                       |                        |                        | 1.700<br>\$69,275                | 1.745<br>\$71,109         | 1.790<br>\$72,943                       | 1.835<br>\$74,776                       | 1.880<br>\$76,610                       | 1.925<br>\$78,444                     |
| 15   |                   |                   |                       |                        |                        | 1.740<br>\$70,905                | 1.785<br>\$72,739         | 1.830<br>\$74,573                       | 1.875<br>\$76,406                       | 1.920<br>\$78,240                       | 1.965<br>\$80,074                     |
| 16   |                   |                   |                       |                        |                        | 1.780<br>\$72,535                | 1.825<br>\$74,369         | 1.870<br>\$76,203                       | 1.915<br>\$78,036                       | 1.960<br>\$79,870                       | 2.005<br>\$81,704                     |
| 17   |                   |                   |                       |                        |                        | 1.800<br>\$73,350                | 1.845<br>\$75,184         | 1.890<br>\$77,018                       | 1.935<br>\$78,851                       | 1.980<br>\$80,685                       | 2.025<br>\$82,519                     |
| 18   |                   |                   |                       |                        |                        | 1.810<br>\$73,758                | 1.855<br>\$75,591         | 1.900<br>\$77,425                       | 1.945<br>\$79,259                       | 1.990<br>\$81,093                       | 2.035<br>\$82,926                     |
| 19   |                   |                   |                       |                        |                        | 1.820<br>\$74,165                | 1.865<br>\$75,999         | 1.910<br>\$77,833                       | 1.955<br>\$79,666                       | 2.000<br>\$81,500                       | 2.045<br>\$83,334                     |
| 20   |                   |                   |                       |                        |                        | 1.830<br>\$74,573                | 1.875<br>\$76,406         | 1.920<br>\$78,240                       | 1.965<br>\$80,074                       | 2.010<br>\$81,908                       | 2.055<br>\$83,741                     |
| 21   |                   |                   |                       |                        |                        | 1.840<br>\$74,980                | 1.885<br>\$76,814         | 1.930<br>\$78,648                       | 1.975<br>\$80,481                       | 2.020<br>\$82,315                       | 2.065<br>\$84,149                     |
| 22   |                   |                   |                       |                        |                        | 1.860<br>\$75,795                | 1.905<br>\$77,629         | 1.950<br>\$79,463                       | 1.995<br>\$81,296                       | 2.040<br>\$83,130                       | 2.085<br>\$84,964                     |
| 23   |                   |                   |                       |                        |                        |                                  | 1.915<br>\$78,036         | 1.960<br>\$79,870                       | 2.005<br>\$81,704                       | 2.050<br>\$83,538                       | 2.095<br>\$85,371                     |
| 24   |                   |                   |                       |                        |                        |                                  | 1.925<br>\$78,444         | 1.970<br>\$80,278                       | 2.015<br>\$82,111                       | 2.060<br>\$83,945                       | 2.105<br>\$85,779                     |
| 25   |                   |                   |                       |                        |                        |                                  | 1.935<br>\$78,851         | 1.980<br>\$80,685                       | 2.025<br>\$82,519                       | 2.070<br>\$84,353                       | 2.115<br>\$86,186                     |
| 26   |                   |                   |                       |                        |                        |                                  | 1.945<br>\$79,259         | 1.990<br>\$81,093                       | 2.035<br>\$82,926                       | 2.080<br>\$84,760                       | 2.125<br>\$86,594                     |

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

| <b>Appendix B1 2025-26</b>                   |                      |          |                         |                        |
|--|----------------------|----------|-------------------------|------------------------|
| <b>Extra Duty Activities &amp; Athletics</b> |                      |          |                         |                        |
|  |                      |          | <b>\$40,750.00</b>      | <b>Base Salary</b>     |
| <b>High School Athletic Duties</b>           | <b>Allocated FTE</b> | <b>%</b> | <b>Standard Amt. \$</b> | <b>10 Yr Longevity</b> |
| <i>Fall Athletic Duties</i>                  |                      |          |                         |                        |
| Cross Country - Head Boys                    | 1                    | 15.00%   | 6,112.50                | 6,723.75               |
| Cross Country - Assistant Boys               | 1.5                  | 10.50%   | 4,278.75                | 4,706.63               |
| Cross Country - Head Girls                   | 1                    | 15.00%   | 6,112.50                | 6,723.75               |
| Cross Country - Assistant Girls              | 1.5                  | 10.50%   | 4,278.75                | 4,706.63               |
| Football - Head                              | 1                    | 20.50%   | 8,353.75                | 9,189.13               |
| Football - Varsity Assistant                 | 3                    | 12.00%   | 4,890.00                | 5,379.00               |
| Football - Head JV                           | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Football - Assistant JV                      | 2                    | 10.50%   | 4,278.75                | 4,706.63               |
| Football - Head Reserve                      | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Football - Assistant Reserve                 | 2                    | 8.50%    | 3,463.75                | 3,810.13               |
| Football - Head 9th                          | 1                    | 9.50%    | 3,871.25                | 4,258.38               |
| Football - Assistant 9th                     | 2                    | 8.00%    | 3,260.00                | 3,586.00               |
| Golf - Head Girls                            | 1                    | 9.00%    | 3,667.50                | 4,034.25               |
| Golf - Assistant Girls                       | 1                    | 8.00%    | 3,260.00                | 3,586.00               |
| Softball - Head                              | 1                    | 15.00%   | 6,112.50                | 6,723.75               |
| Softball - Varsity Assistant                 | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Softball - Head JV                           | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Softball - Reserve                           | 1                    | 9.50%    | 3,871.25                | 4,258.38               |
| Tennis - Head Boys                           | 1                    | 9.00%    | 3,667.50                | 4,034.25               |
| Tennis - Assistant Boys                      | 1                    | 8.00%    | 3,260.00                | 3,586.00               |
| Volleyball - Head Coach                      | 1                    | 20.50%   | 8,353.75                | 9,189.13               |
| Volleyball - Varsity Assistant               | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Volleyball - Head JV                         | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Volleyball - Reserve                         | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Volleyball - Head 9th                        | 1                    | 9.50%    | 3,871.25                | 4,258.38               |
| <i>Winter Athletic Duties</i>                |                      |          |                         |                        |
| Basketball Head Boys                         | 1                    | 20.50%   | 8,353.75                | 9,189.13               |
| Basketball - Varsity Assistant Boys          | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Basketball - Head JV Boys                    | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Basketball -Reserve Boys                     | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Basketball - Head 9th Boys                   | 1                    | 9.50%    | 3,871.25                | 4,258.38               |
| Basketball - Assistant 9th Boys              | 1                    | 8.00%    | 3,260.00                | 3,586.00               |
| Basketball - Head Girls                      | 1                    | 20.50%   | 8,353.75                | 9,189.13               |
| Basketball - Varsity Assistant Girls         | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Basketball - Head JV Girls                   | 1                    | 12.00%   | 4,890.00                | 5,379.00               |
| Basketball - Reserve Girls                   | 1                    | 10.50%   | 4,278.75                | 4,706.63               |
| Bowling - Head Boys                          | 1                    | 9.00%    | 3,667.50                | 4,034.25               |
| Bowling - Head Girls                         | 1                    | 9.00%    | 3,667.50                | 4,034.25               |
| Bowling - Assistant Boys & Girls             | 1                    | 6.50%    | 2,648.75                | 2,913.63               |
| Swimming - Head Boys & Girls                 | 1                    | 17.50%   | 7,131.25                | 7,844.38               |

|  |   |        |           |           |
|--|---|--------|-----------|-----------|
| Swimming - Assistant Boys & Girls                | 3 | 8.50%  | 3,463.75  | 3,810.13  |
| Wrestling - Head Boys                            | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Wrestling - Assistant Boys                       | 2 | 10.50% | 4,278.75  | 4,706.63  |
| Wrestling - Head Girls                           | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Wrestling - Assistant Girls                      | 2 | 10.50% | 4,278.75  | 4,706.63  |
| <i>Spring Athletic Duties</i>                    |   |        |           |           |
| Baseball - Head                                  | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Baseball - Varsity Assistant                     | 2 | 10.50% | 4,278.75  | 4,706.63  |
| Baseball - Head JV                               | 1 | 10.50% | 4,278.75  | 4,706.63  |
| Baseball - Reserve                               | 1 | 9.50%  | 3,871.25  | 4,258.38  |
| Golf - Head Boys                                 | 1 | 9.00%  | 3,667.50  | 4,034.25  |
| Golf - Assistant Boys                            | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| Soccer - Head Boys                               | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Soccer - Varsity Assistant                       | 1 | 10.50% | 4,278.75  | 4,706.63  |
| Soccer - Head JV Boys                            | 1 | 10.50% | 4,278.75  | 4,706.63  |
| Soccer -Reserve Boys                             | 1 | 9.50%  | 3,871.25  | 4,258.38  |
| Soccer - Head Girls                              | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Soccer - Varsity Assistant                       | 1 | 10.50% | 4,278.75  | 4,706.63  |
| Soccer - Head JV Girls                           | 1 | 10.50% | 4,278.75  | 4,706.63  |
| Soccer - Reserve Girls                           | 1 | 9.50%  | 3,871.25  | 4,258.38  |
| Tennis - Head Girls                              | 1 | 9.00%  | 3,667.50  | 4,034.25  |
| Tennis - Assistant Girls                         | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| Track - Head Boys                                | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Track - Assistant Boys                           | 4 | 10.50% | 4,278.75  | 4,706.63  |
| Track - Head Girls                               | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Track - Assistant Girls                          | 4 | 10.50% | 4,278.75  | 4,706.63  |
| <i>Athletic Duties</i>                           |   |        |           |           |
| Athletic Trainer (1 per season)                  | 3 | 14.00% | 5,705.00  | 6,275.50  |
| Intramural Director                              | 1 | 4.00%  | 1,630.00  | 1,793.00  |
| Unified Sports                                   | 3 | 6.00%  | 2,445.00  | 2,689.50  |
| Weight Training (1 per season plus 2 for summer) | 5 | 6.00%  | 2,445.00  | 2,689.50  |
| Aquatics Director                                | 1 | 32.50% | 13,243.75 | 14,568.13 |
| Cheerleading - Head                              | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Cheerleading - Assistant                         | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| Cheerleading - Freshman                          | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| Dance Team - Head                                | 1 | 15.00% | 6,112.50  | 6,723.75  |
| Dance Team - Assistant                           | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| <i>High School Activity Duties</i>               |   |        |           |           |
| Concessions                                      | 1 | 4.00%  | 1,630.00  | 1,793.00  |
| Debate   | 1 | 10.00% | 4,075.00  | 4,482.50  |
| Honor Society - Head                             | 1 | 8.50%  | 3,463.75  | 3,810.13  |
| Honor Society - Assistant                        | 1 | 4.25%  | 1,731.88  | 1,905.06  |
| Mock Trial                                       | 1 | 3.00%  | 1,222.50  | 1,344.75  |
| Magazine   | 1 | 8.00%  | 3,260.00  | 3,586.00  |
| ROTC   | 2 | 7.00%  | 2,852.50  | 3,137.75  |

|   |    |              |                   |  |
|---|----|--------------|-------------------|--|
| Speech  | 1  | 10.00%       | 4,075.00          | 4,482.50                                   |
| Student Council - Head  | 1  | 8.50%        | 3,463.75          | 3,810.13                                   |
| Student Council - Assistant                                       | 1  | 4.25%        | 1,731.88          | 1,905.06                                   |
| Yearbook  | 1  | 8.00%        | 3,260.00          | 3,586.00                                   |
| Clubs   | 10 | 4.00%        | 1,630.00          | 1,793.00                                   |
| DECA - Head   | 1  | 9.00%        | 3,667.50          | 4,034.25                                   |
| DECA - Assistant  | 1  | 5.00%        | 2,037.50          | 2,241.25                                   |
| Skills USA (VICA)   | 1  | 9.00%        | 3,667.50          | 4,034.25                                   |
| Diversity Club  | 1  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Gaming Club   | 1  | 4.00%        | 1,630.00          | 1,793.00                                   |
| High Ability Club   | 1  | 3.50%        | 1,426.25          | 1,568.88                                   |
| Hope Squad Club   | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Drama   | 1  | 7.00%        | 2,852.50          | 3,137.75                                   |
| Fall Play   | 1  | 5.00%        | 2,037.50          | 2,241.25                                   |
| 1 Act Play/Play Production  | 1  | 6.00%        | 2,445.00          | 2,689.50                                   |
| Musical Director  | 1  | 10.00%       | 4,075.00          | 4,482.50                                   |
| Musical Assistant Director  | 1  | 7.00%        | 2,852.50          | 3,137.75                                   |
| Flag Corps  | 1  | 8.00%        | 3,260.00          | 3,586.00                                   |
| Instrumental Music - Head   | 1  | 20.50%       | 8,353.75          | 9,189.13                                   |
| Instrumental Music - Assistant                                    | 1  | 10.00%       | 4,075.00          | 4,482.50                                   |
| Vocal Music - Head  | 1  | 15.50%       | 6,316.25          | 6,947.88                                   |
| Vocal Music - Assistant   | 1  | 10.00%       | 4,075.00          | 4,482.50                                   |
| <i>Career and Technology Student Organizations (per District)</i> |    |              |                   |  |
| Athletic Training   | 2  | 7.50%        | 3,056.25          | 3,361.88                                   |
| EdRising  | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| HOSA  | 3  | 4.00%        | 1,630.00          | 1,793.00                                   |
| PLV Media Club  | 1  | 15.00%       | 6,112.50          | 6,723.75                                   |
| Pro Start (Culinary Arts Club Sponsor)                            | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| STEM  | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Zoo   | 1  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Department Leader Academy   | 2  | 7.50%        | 3,056.25          | 3,361.88                                   |
| <i>High School Duties</i>   |    |              |                   |  |
| Class Sponsor - Senior  | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Class Sponsor - Junior  | 2  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Class Sponsor - Sophomore   | 1  | 2.25%        | 916.88            | 1,008.56                                   |
| Class Sponsor - Freshman  | 1  | 2.25%        | 916.88            | 1,008.56                                   |
| Department Leader (core)  | 5  | 9.00%        | 3,667.50          | 4,034.25                                   |
| Department Leader (non core)                                      | 6  | 7.50%        | 3,056.25          | 3,361.88                                   |
| HAL Coordinator   | 1  | 4.00%        | 1,630.00          | 1,793.00                                   |
| Leaders Empowering Innovation                                     | 4  | 2.00%        | 815.00            | 896.50                                     |
| Continuous Improvement Process (CIP) Chair                        | 1  | 5.00%        | 2,037.50          | 2,241.25                                   |
| Crisis Prevention Institute Team                                  | 4  | 2.00%        | 815.00            | 896.50                                     |
| Academic Online Course Compensation                               |    | \$2,500 Base | Up to 15 students | >15=\$50 per students, 16+ max 35 students |
| Automated Online Performance Course Compensation                  |    | \$1,500 Base | Up to 25 students | >25=\$40 per students 26+, max 50 students |

| <b>Middle School Activities &amp; Athletics</b> | <b>Allocated FTE</b> | <b>%</b> | <b>Standard Amt. \$</b> | <b>10 Yr Longevity</b> |
|---|----------------------|----------|-------------------------|------------------------|
| <i>Fall Athletic Duties</i>                     |                      |          |                         |                        |
| Cross Country - Head Boys                       | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Cross Country - Head Girls                      | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Cross Country - Assistant Boys & Girls          | 1                    | 5.50%    | 2,241.25                | 2,465.38               |
| Football - Head                                 | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Football - Assistant                            | 5                    | 6.00%    | 2,445.00                | 2,689.50               |
| Volleyball - Head                               | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Volleyball - Assistant                          | 2                    | 5.50%    | 2,241.25                | 2,465.38               |
| <i>Winter Athletic Duties</i>                   |                      |          |                         |                        |
| Basketball - Head Boys                          | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Basketball - Assistant Boys                     | 3                    | 5.50%    | 2,241.25                | 2,465.38               |
| Basketball - Head Girls                         | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Basketball - Assistant Girls                    | 3                    | 5.50%    | 2,241.25                | 2,465.38               |
| Wrestling - Head Boys                           | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Wrestling - Assistant Boys                      | 2                    | 5.50%    | 2,241.25                | 2,465.38               |
| Wrestling - Head Girls                          | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Wrestling - Assistant Girls                     | 2                    | 5.50%    | 2,241.25                | 2,465.38               |
| <i>Spring Athletic Duties</i>                   |                      |          |                         |                        |
| Track - Head Boys                               | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Track - Assistant Boys                          | 3                    | 5.50%    | 2,241.25                | 2,465.38               |
| Track - Head Girls                              | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Track - Assistant Girls                         | 3                    | 5.50%    | 2,241.25                | 2,465.38               |
| <i>Athletic Duties</i>                          |                      |          |                         |                        |
| Activities Director                             | 1                    | 15.00%   | 6,112.50                | 6,723.75               |
| Intramural Assistant (2 per season)             | 6                    | 2.00%    | 815.00                  | 896.50                 |
| Unified Sports                                  | 2                    | 4.00%    | 1,630.00                | 1,793.00               |
| Weight Training                                 | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| <i>Middle School Activities</i>                 |                      |          |                         |                        |
| Honor Society                                   | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| Student Council                                 | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| STEM Club                                       | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| Clubs   | 6                    | 4.00%    | 1,630.00                | 1,793.00               |
| Yearbook  | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| <i>Middle School Duties</i>                     |                      |          |                         |                        |
| Team Leader                                     | 6                    | 7.50%    | 3,056.25                | 3,361.88               |
| Department Leader                               | 5                    | 6.00%    | 2,445.00                | 2,689.50               |
| HAL Coordinator                                 | 2                    | 3.50%    | 1,426.25                | 1,568.88               |
| Leaders Empowering Innovation                   | 3                    | 2.00%    | 815.00                  | 896.50                 |
| Continuous Improvement Process (CIP) Chair      | 2                    | 5.00%    | 2,037.50                | 2,241.25               |
| Crisis Prevention Institute Team                | 4                    | 2.00%    | 815.00                  | 896.50                 |
| Instrumental Music                              | 1                    | 9.00%    | 3,667.50                | 4,034.25               |
| Vocal Music                                     | 1                    | 9.00%    | 3,667.50                | 4,034.25               |

| <b>Elementary School Extra Duty</b>                                   | <b>Allocated FTE</b> | <b>%</b> | <b>Standard Amt. \$</b> | <b>10 Yr Longevity</b> |
|---|----------------------|----------|-------------------------|------------------------|
| Clubs   | 2                    | 3.50%    | 1,426.25                | 1,568.88               |
| HAL Clubs   | 3                    | 3.50%    | 1,426.25                | 1,568.88               |
| Building Supervisor   | 1                    | 5.00%    | 2,037.50                | 2,241.25               |
| Safety Patrol   | 1                    | 4.00%    | 1,630.00                | 1,793.00               |
| Leaders Empowering Innovation   | 2                    | 2.00%    | 815.00                  | 896.50                 |
| Instrumental Music  | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Vocal Music   | 1                    | 3.50%    | 1,426.25                | 1,568.88               |
| Continuous Improvement Process (CIP) Chair                            | 1                    | 5.00%    | 2,037.50                | 2,241.25               |
| Crisis Prevention Institute Team                                      | 4                    | 2.00%    | 815.00                  | 896.50                 |
| <b>District Extra Duty</b>  | <b>Allocated FTE</b> | <b>%</b> | <b>Standard Amt. \$</b> | <b>10 Yr Longevity</b> |
| Outdoor Education Director  | 1                    | NA       | 5,000.00                | 5,500.00               |
| Team Leader - Nurse   | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Team Leader - YATP  | 1                    | 7.50%    | 3,056.25                | 3,361.88               |
| Art Elementary Team Leader  | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Counselor Elementary Team Leader                                      | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Library Elementary Team Leader  | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Vocal/Instrumental Elementary Team Leader                             | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Physical Education Elementary Team Leader                             | 1                    | 2.00%    | 815.00                  | 896.50                 |
| Education Outreach Team (HS, MS, Elem, SPED)                          | 4                    | 4.00%    | 1,630.00                | 1,793.00               |
| Cooperating Teacher (partial semester)                                |                      |          | \$200.00                |                        |
| Cooperating Teacher (full semester)                                   |                      |          | \$400.00                |                        |
| Curriculum/Summer School/Night School                                 |                      |          | \$33.00/hr              |                        |
| Extra Duty Event Workers/Supervision                                  |                      |          | \$20.00/hr              |                        |
| Administration may decide not to fill a position at their discretion. |                      |          |                         |                        |

**Subject:** PLCS Resolution of the Board of Education Supporting Military-Connected Families

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:**

**Department:**

**Action Desired:** Approval  Discussion  Information Only

**Background:**

Papillion La Vista Community Schools, located near Offutt Air Force Base, serves a significant population of military-connected students and families. The Purple Star Schools Act, signed into law in 2021, establishes specific requirements for schools to demonstrate their dedication to military-connected students, including designated liaisons, dedicated resources, and transition support programs. This resolution affirms the Board's commitment to pursuing Purple Star designation for all PLCS schools, recognizing both the Month of the Military Child and Month of the Military Family, and maintaining comprehensive support for military families throughout the district. This commitment aligns with our ongoing efforts to serve our military community.

**Recommendation:** Motion to accept the resolution supporting the Military Families and Children as presented.

**Responsible Person:** Dr. Christopher Villarreal

**Superintendent's Approval** Andrew J. Rikli  
Signature

**RETURN TO AGENDA**



**RESOLUTION OF THE BOARD OF EDUCATION  
PAPILLION LA VISTA COMMUNITY SCHOOLS**

**Supporting Military-Connected Families and Children**

WHEREAS, Papillion La Vista Community Schools recognizes the significant contributions and sacrifices made by military service members and their families in service to our nation; and

WHEREAS, military-connected students face unique challenges including frequent relocations, parental deployments, and transitions between schools; and

WHEREAS, approximately 2 million military-connected children and youth are serving alongside their active duty, National Guard, and Reserve parents throughout our nation; and

WHEREAS, the Month of the Military Child in April and Month of the Military Family in November provide opportunities to honor and support military families in our community; and

WHEREAS, the Purple Star designation represents a commitment to providing specialized support and resources for military-connected students and their families;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of Papillion La Vista Community Schools:

1. Declares its steadfast support for all military-connected families within our school community;
2. Recognizes April as the Month of the Military Child and November as the Month of the Military Family, committing to appropriate recognition and support activities during these months;
3. Affirms its commitment to pursuing Purple Star designation for all schools within the district to ensure consistent, high-quality support for military families across PLCS;
4. Pledges to maintain and enhance programs, policies, and practices that support the unique needs of military-connected students and their families.

Adopted this \_\_\_\_ day of \_\_\_\_\_, 2025

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SuAnn Witt, President

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Brian Lodes, Vice President

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Lisa Wood, Secretary

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Marcus Madler, Treasurer

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Skip Bailey

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Elizabeth Butler



**Subject:** Bell Elementary Project Bid Information

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:** November 25, 2024

**Department:** Business Services

**Action Desired:** Approval  Discussion  Information Only-

**Background:**

Bids were opened at the Papillion La Vista Community Schools Administrative Office on Jan. 14 at 2:00 P.M., for the project designated as BELL ELEMENTARY SCHOOL RENOVATION.

Six bids were received by the District. The bid tab showing all bids received is attached. D.R. Anderson had a mistake in their bid, so they pulled it from being considered. The low, qualified lump sum bid is from Genesis Contracting Group out of Lincoln, NE with a total bid of \$2,889,500.

It is recommended the District accept the low bid from Genesis Contracting. The bid has been reviewed and verified by BCDM Architects and is within the estimated budget for the project.

**Recommendation:**

Motion to (1) approve the lump sum bid and authorize and approve the construction contract with Genesis Contracting Group for the low bid amount of \$2,889,500 and (2) delegates authority to and authorizes, approves and directs the President of the Board of Education, Superintendent of Schools, Assistant Superintendent of Business Services or a designee for the school district to sign, execute and deliver such construction contract, sign and approve any change orders, retain necessary professionals for assistance, pay the contract price, approve change order increases, and expenses related to the construction project and site preparation work and take all other action necessary to complete any requirements or obligations under the construction project and contract.

**Responsible Person:** Brett Richards

**Superintendent’s Approval** Andrew J. Rikli  
Signature



1015 North 98th Street, Suite 300  
Omaha, NE 68114

January 14, 2025

**BID TABULATION - PLCS - BELL ELEMENTARY RENOVATION**

BCDM No. 3416-03

|  | ALL PURPOSE CONSTRUCTION | DR ANDERSON CONSTRUCTORS | GENESIS CONTRACTING GROUP | KINGERY CONSTRUCTION |
|--|--------------------------|--------------------------|---------------------------|----------------------|
| Lump Sum Base Bid  | \$2,925,000              | \$2,350,000              | \$2,824,000               | \$3,097,000          |
| Addenda (3)  | Yes                      | Yes                      | Yes                       | Yes                  |
| Bid Security   | Yes                      | Yes                      | Yes                       | Yes                  |
| Alternates:  |                          |                          |                           |                      |
| No. 1: Remove vinyl wall covering and cork tack surface.   | \$36,000                 | \$29,833                 | \$36,000                  | \$31,000             |
| No. 2: Provide exterior lighting and lighting control.   | \$8,500                  | \$7,008                  | \$8,200                   | \$7,500              |
| No. 3: Provide optional standby branch from generator and connections.                               | \$25,000                 | \$16,632                 | \$18,500                  | \$17,000             |
| No. 4: Replace existing Mechanical Room BMCS controller and existing heat pump controllers with new. | \$3,000                  | \$21,747                 | \$2,800                   | \$2,500              |
| Voluntary Substitutions  | None                     | None                     | None                      | None                 |

Alternates

1. Remove vinyl wall covering and cork tack surface in its entirety. Prep wall to provide smooth paintable surface. If smooth surface can not be achieved with patching, provide 1/4 inch drywall. Prep and paint new surface P-1. Coordinate extent with Interior Finish Schedule.

2. Provide exterior lighting and lighting control as shown on the Electrical Drawings.

3. Provide optional standby branch (Article 702) from generator and connections as shown on the Electrical Drawings.

4. Replace existing Mechanical Room BMCS controller with new. Replace existing heat pump controllers with new on the three (3) relocated heat pumps. Reconnect the new controllers to the existing Trane BMCS system.

**BID TABULATION - PLCS - BELL ELEMENTARY RENOVATION**

BCDM No. 3416-03

|  | <b>LUND ROSS CONSTRUCTORS</b> | <b>MECO-HENNE CONTRACTING</b> |
|--|-------------------------------|-------------------------------|
| Lump Sum Base Bid  | \$3,299,000                   | \$3,048,000                   |
| Addenda (3)  | Yes                           | Yes                           |
| Bid Security   | Yes                           | Yes                           |
| Alternates:  |                               |                               |
| No. 1: Remove vinyl wall covering and cork tack surface.   | \$32,000                      | \$40,000                      |
| No. 2: Provide exterior lighting and lighting control.   | \$7,000                       | \$6,500                       |
| No. 3: Provide optional standby branch from generator and connections.                               | \$16,700                      | \$20,000                      |
| No. 4: Replace existing Mechanical Room BMCS controller and existing heat pump controllers with new. | \$2,500                       | \$4,000                       |
| Voluntary Substitutions  | None                          | None                          |

Alternates

1. Remove vinyl wall covering and cork tack surface in its entirety. Prep wall to provide smooth paintable surface. If smooth surface can not be achieved with patching, provide 1/4 inch drywall. Prep and paint new surface P-1. Coordinate extent with Interior Finish Schedule.
2. Provide exterior lighting and lighting control as shown on the Electrical Drawings.
3. Provide optional standby branch (Article 702) from generator and connections as shown on the Electrical Drawings.
4. Replace existing Mechanical Room BMCS controller with new. Replace existing heat pump controllers with new on the three (3) relocated heat pumps. Reconnect the new controllers to the existing Trane BMCS system.

**Subject:** Legislative Update

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:**

**Department:** Business Services

**Action Desired:** Approval \_\_\_\_\_ Discussion \_\_\_\_\_ Information Only  X

**Background:**

A legislative update will be provided to review bills we are following during the 109<sup>th</sup> Legislature session. Our district’s lobbyist, Tim Gay from Catalyst Public Affairs and administration will be discussing with the Board key bills that we will be following during this legislative session.

**Recommendation:** None

**Responsible Person:** Mr. Brett Richards

**Superintendent’s Approval** \_\_\_\_\_  
*Andrew J. Rhotli*  
Signature

**RETURN TO AGENDA**

**Subject:** Reorganization Plan to Transfer from Springfield Platteview Community Schools to PLCS, Belterra Phase 3 and Shadow Creek Phase 1

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:** None

**Department:** Business Services

**Action Desired:** Approval \_\_\_\_\_ Discussion X Information Only \_\_\_\_\_

**Background:**

The Papillion La Vista Community Schools and Springfield Platteview Community Schools developed an agreement in December 2015 that would allow a transfer of specified land into the Papillion La Vista Community Schools District. The transfer requires approval by both School Boards and the State Reorganization Committee. The attached Reorganization Plan, once approved by both districts, would provide the necessary documents for the State Reorganization Committee to review and make a recommendation on the transfer of the identified property from the Springfield Platteview Community Schools to the Papillion La Vista Community Schools.

The Belterra property consists of approximately 51.238 acres and is generally located on the east side of 120th St. and north of Schram Road area. Please see attached map for specifics. The Shadow Creek property consists of approximately 46.431 acres and is generally located west of 84th St. and north of Capehart Road and south of Schram Road.

**Recommendation:** Discussion at this time.

**Responsible Person:** Brett Richards

**Superintendent's Approval** \_\_\_\_\_  
*Andrew J. Rikli*  
Signature

# EXHIBIT "A"

## LEGAL DESCRIPTION

A TRACT OF LAND BEING PART OF TAX LOT 9, AND ALSO ALL OF TAX LOT 1B, AND ALSO ALL OF TAX LOT 2, ALL BEING TAX LOTS LOCATED IN THE SE1/4 OF THE NE1/4, AND ALSO THE SW1/4 OF THE NE1/4, AND ALSO THE NE1/4 OF THE SE1/4, AND ALSO THE SW1/4 OF THE SE1/4, AND ALSO THE NW1/4 OF THE SE1/4, ALL LOCATED IN SECTION 3, TOWNSHIP 13 NORTH, RANGE 12 EAST OF THE 6TH P.M., SARPY COUNTY, NEBRASKA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE CENTER OF SAID SECTION 3, SAID POINT ALSO BEING THE SOUTHWEST CORNER OF SAID TAX LOT 9, AND ALSO THE NORTHWEST CORNER OF SAID TAX LOT 2, AND ALSO BEING ON THE EASTERLY RIGHT-OF-WAY LINE OF SOUTH 90TH STREET; THENCE N00°21'00"W (ASSUMED BEARING) ALONG THE WEST LINE OF SAID NE1/4 OF SECTION 3, SAID LINE ALSO BEING THE WEST LINE OF SAID TAX LOT 9, AND ALSO SAID EASTERLY RIGHT-OF-WAY LINE OF SOUTH 90TH STREET, A DISTANCE OF 39.01 FEET; THENCE S89°54'38"E, A DISTANCE OF 2141.21 FEET TO A POINT ON THE SOUTHERLY LINE OF SAID TAX LOT 9, SAID POINT ALSO BEING ON THE NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, SAID POINT ALSO BEING ON THE NORTHERLY LINE OF SAID TAX LOT C; THENCE SOUTHWESTERLY ALONG SAID SOUTHERLY LINE OF TAX LOT 9, SAID LINE ALSO BEING SAID NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, SAID LINE ALSO BEING SAID NORTHERLY LINE OF TAX LOT C, ON A CURVE TO THE LEFT WITH A RADIUS OF 2914.70 FEET, A DISTANCE OF 120.64 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S59°51'07"W, A DISTANCE OF 120.63 FEET TO A POINT ON THE NORTH LINE OF TAX LOT B, A TAX LOT LOCATED IN SAID SECTION 3, SAID POINT ALSO BEING THE SOUTHWEST CORNER OF SAID TAX LOT C, SAID POINT ALSO BEING ON THE NORTH LINE OF SAID SE1/4 OF SECTION 3; THENCE N89°29'48"W ALONG SAID NORTH LINE OF TAX LOT B, SAID LINE ALSO BEING SAID NORTH LINE OF THE SE1/4 OF SECTION 3, AND ALSO SAID NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, A DISTANCE OF 46.59 FEET TO THE NORTHWEST CORNER OF SAID TAX LOT B, SAID POINT ALSO BEING THE NORTHEAST CORNER OF SAID TAX LOT 2; THENCE SOUTHWESTERLY ALONG SAID NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, SAID LINE ALSO BEING THE WESTERLY LINE OF SAID TAX LOT B, AND ALSO THE EASTERLY LINE OF SAID TAX LOT 2, AND ALSO THE EASTERLY LINE OF SAID TAX LOT 1B, ON THE FOLLOWING THREE (3) DESCRIBED COURSES: (1) SOUTHWESTERLY ON A CURVE TO THE LEFT WITH A RADIUS OF 2939.70 FEET, A DISTANCE OF 817.84 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S49°52'51"W, A DISTANCE OF 815.21 FEET; (2) THENCE S41°54'07"W, A DISTANCE OF 1759.63 FEET; (3) THENCE SOUTHWESTERLY ON A CURVE TO THE RIGHT WITH A RADIUS OF 2789.79 FEET, A DISTANCE OF 256.00 FEET, SAID CURVE HAVING A LONG CORD WHICH BEARS S44°30'30"W, A DISTANCE OF 255.91 FEET TO A POINT ON THE WEST LINE OF SAID SW1/4 OF SECTION 3, SAID POINT ALSO BEING THE SOUTHWEST CORNER OF SAID TAX LOT 1B; THENCE N00°20'22"W ALONG SAID WEST LINE OF THE SW1/4 OF SECTION 3, SAID LINE ALSO BEING THE WEST LINE OF SAID TAX LOT 1B, AND ALSO THE WEST LINE OF SAID TAX LOT 2, A DISTANCE OF 2042.02 FEET TO THE POINT OF BEGINNING.

SAID TRACT OF LAND CONTAINS AN AREA OF 2,022,540 SQUARE FEET OR 46.431 ACRES, MORE OR LESS.

SEE SHEET 1 FOR DRAWING.

|   |   |                  |  |
|---|---|------------------|--|
| <br>E & A CONSULTING GROUP, INC.<br>Engineering Answers | <b>E &amp; A CONSULTING GROUP, INC.</b><br>Engineering • Planning • Environmental & Field Services<br>10909 Mill Valley Road, Suite 100 • Omaha, NE 68154 Phone: 402.895.4700 • Fax: 402.895.3599 |                  | <b>TAX LOTS 1B, 2 AND 9</b><br><b>SEC. 3, T13N, R12E</b><br>SARPY COUNTY, NEBRASKA |
|   | Job No.: P2016.161.001  | Date: 01-18-2022 |  |
| Drawn by: CJV   | Scale: 1" = 500'  | Sht: 2 of 4      |  |

# EXHIBIT "A"

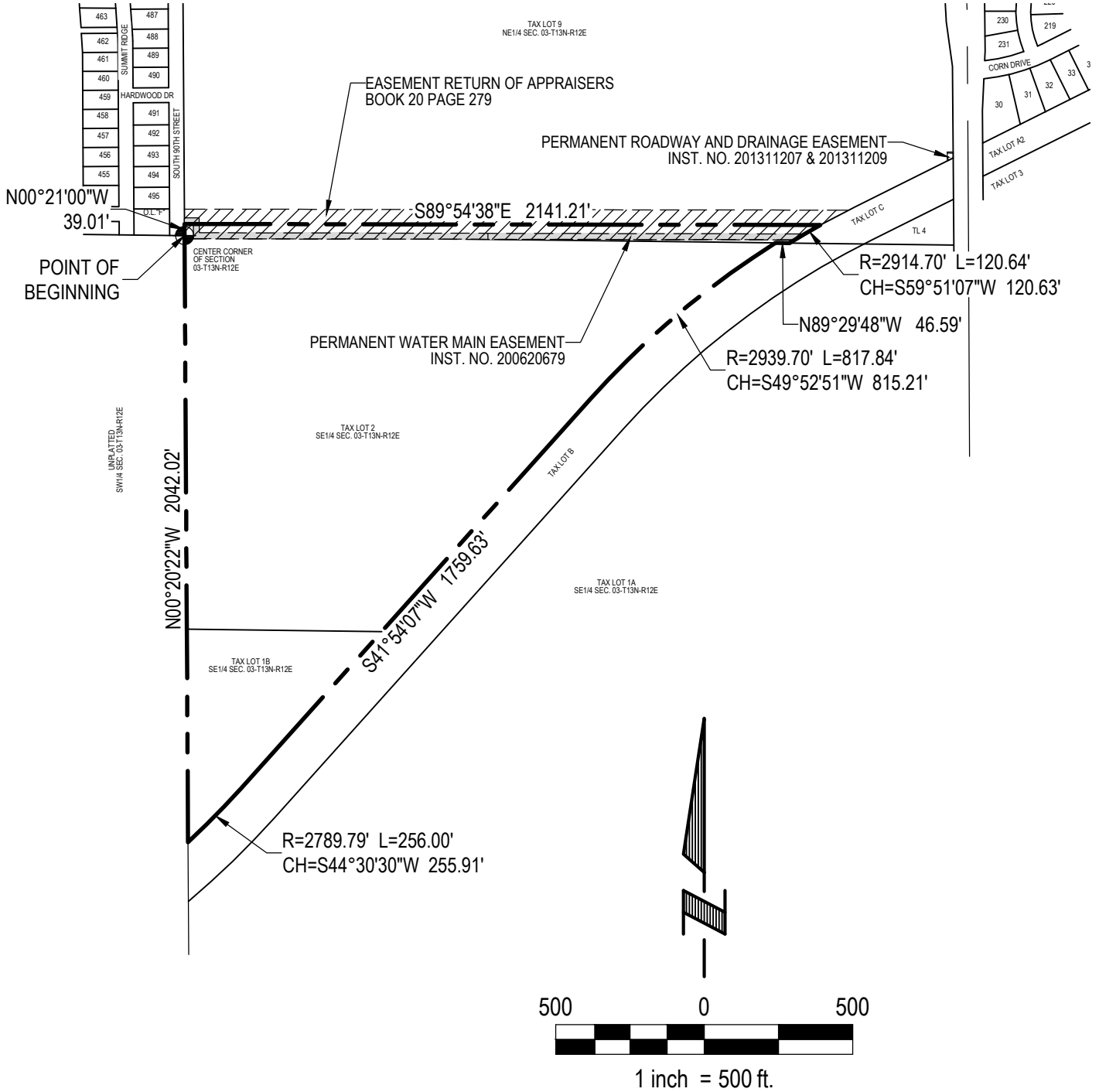
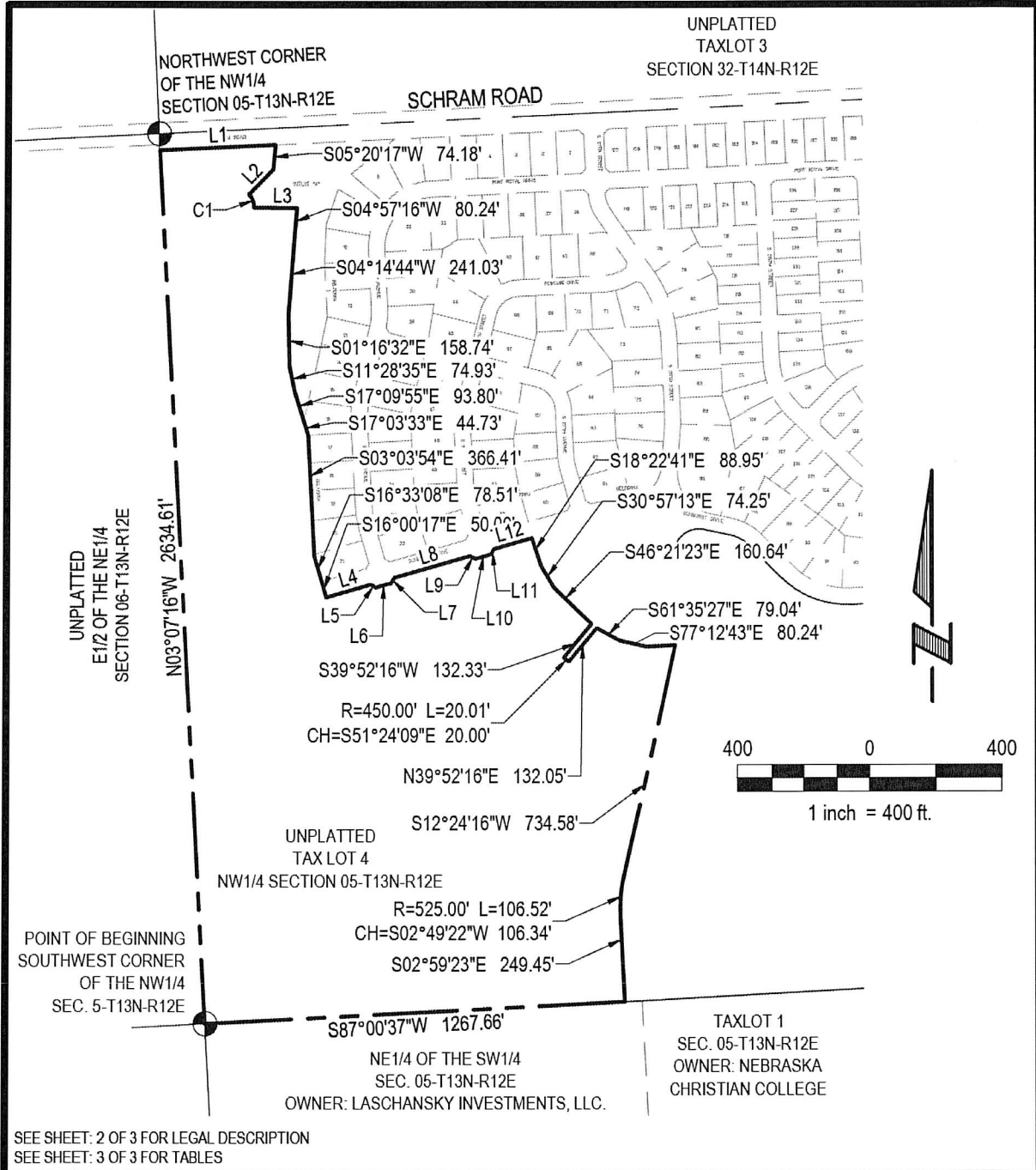




EXHIBIT "1"  
(MAPS)

BOUNDARIES PROPOSED UNDER THIS PLAN



|  |  |                         |
|--|--|-------------------------|
| <p><b>E &amp; A CONSULTING GROUP, INC.</b><br/>Engineering • Planning • Environmental &amp; Field Services<br/>10909 Mill Valley Road, Suite 100 • Omaha, NE 68154 Phone: 402.895.4700 • Fax: 402.895.3599</p> | <p><b>SCHOOL TRANSFER LEGAL</b><br/><b>PART OF THE NW/4 OF</b><br/><b>SECTION 05, TOWNSHIP 13</b><br/><b>NORTH, RANGE 12 EAST</b><br/>SARPY COUNTY, NEBRASKA</p> |                         |
|  | <p>Job No.: P2017.550.001</p>  | <p>Date: 08-23-2022</p> |
| <p>Drawn by: CJV</p>   | <p>Scale: 1" = 400'</p>  | <p>Sht: 1 of 3</p>      |

EXHIBIT "1"  
(MAPS)

**BOUNDARIES PROPOSED UNDER THIS PLAN**

**LEGAL DESCRIPTION**

A TRACT OF LAND LOCATED IN PART TAX LOT 4, A TAX LOT LOCATED IN PART OF THE NW1/4 OF THE NW1/4, PART OF THE NE1/4 OF THE NW1/4, PART OF THE SE1/4 OF THE NW1/4 AND PART OF THE SW1/4 OF THE NW1/4, LOCATED IN SECTION 05, TOWNSHIP 13 NORTH, RANGE 12 EAST OF THE 6TH P.M., SARPY COUNTY, NEBRASKA. MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE SOUTHWEST CORNER OF SAID NW1/4 OF SECTION 05, SAID POINT ALSO BEING THE SOUTHWEST CORNER OF SAID TAX LOT 4; THENCE N03°07'16"W (ASSUMED BEARING) ALONG THE WEST LINE OF SAID NW1/4 OF SECTION 05, SAID LINE ALSO BEING THE WEST LINE OF SAID TAX LOT 4, A DISTANCE OF 2634.61 FEET TO A POINT ON THE ON THE SOUTHERLY RIGHT-OF-WAY LINE OF SCHRAM ROAD, SAID POINT ALSO BEING 50 FEET SOUTH OF THE NORTH LINE OF SAID NW1/4 OF SECTION 05; THENCE N87°15'58"E ALONG SAID SOUTHERLY RIGHT-OF-WAY LINE OF SCHRAM ROAD, SAID LINE ALSO BEING A LINE 50 FEET SOUTH OF AND PARALLEL WITH THE NORTH LINE OF SAID NW1/4 OF SECTION 05, A DISTANCE OF 350.42 FEET; THENCE SOUTHERLY ON THE FOLLOWING TWELVE (12) DESCRIBED COURSES; (1) THENCE S05°20'17"W, A DISTANCE OF 74.18 FEET; (2) THENCE S44°08'41"W, A DISTANCE OF 105.88 FEET; (3) THENCE SOUTHEASTERLY ON A CURVE TO THE RIGHT WITH A RADIUS OF 50.00 FEET, A DISTANCE OF 43.69 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S20°49'30"E, A DISTANCE OF 42.31 FEET; (4) THENCE S89°29'52"E, A DISTANCE OF 130.40 FEET; (5) THENCE S04°57'16"W, A DISTANCE OF 80.24 FEET; (6) THENCE S04°14'44"W, A DISTANCE OF 241.03 FEET; (7) THENCE S01°16'32"E, A DISTANCE OF 158.74 FEET; (8) THENCE S11°28'35"E, A DISTANCE OF 74.93 FEET; (9) THENCE S17°09'55"E, A DISTANCE OF 93.80 FEET; (10) THENCE S17°03'33"E, A DISTANCE OF 44.73 FEET; (11) THENCE S03°03'54"E, A DISTANCE OF 366.41 FEET; (12) THENCE S16°33'08"E, A DISTANCE OF 78.51 FEET TO THE NORTHERLY RIGHT-OF-WAY LINE OF SUNBURST DRIVE; THENCE S16°00'17"E, A DISTANCE OF 50.00 FEET TO A POINT ON THE SOUTHERLY RIGHT-OF-WAY LINE OF SUNBURST DRIVE; THENCE ALONG THE SOUTHERLY RIGHT-OF-WAY LINE OF SUNBURST DRIVE ON THE FOLLOWING THIRTEEN (13) DESCRIBED COURSES; (1) THENCE N73°59'43"E, A DISTANCE OF 138.98 FEET; (2) THENCE S61°00'17"E, A DISTANCE OF 17.68 FEET; (3) THENCE N73°59'43"E, A DISTANCE OF 50.00 FEET; (4) THENCE N28°59'43"E, A DISTANCE OF 17.68 FEET; (5) THENCE N73°59'43"E, A DISTANCE OF 238.71 FEET; (6) THENCE S61°00'17"E, A DISTANCE OF 17.68 FEET; (7) THENCE N73°59'43"E, A DISTANCE OF 50.00 FEET; (8) THENCE N28°59'43"E, A DISTANCE OF 17.68 FEET; (9) THENCE N73°59'43"E, A DISTANCE OF 119.98 FEET; (10) THENCE S18°22'41"E, A DISTANCE OF 88.95 FEET; (11) THENCE S30°57'13"E, A DISTANCE OF 74.25 FEET; (12) THENCE S46°21'23"E, A DISTANCE OF 160.64 FEET; (13) THENCE S39°52'16"W, A DISTANCE OF 132.33 FEET; THENCE SOUTHEASTERY ON A CURVE TO THE LEFT WITH A RADIUS OF 450.00 FEET, A DISTANCE OF 20.01 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S51°24'09"E, A DISTANCE OF 20.00 FEET; THENCE N39°52'16"E, A DISTANCE OF 132.05 FEET; THENCE S61°35'27"E, A DISTANCE OF 79.04 FEET; THENCE S77°12'43"E, A DISTANCE OF 80.24 FEET; THENCE S12°24'16"W, A DISTANCE OF 734.58 FEET; THENCE SOUTHWESTERLY ON A CURVE TO THE LEFT WITH A RADIUS OF 525.00 FEET, A DISTANCE OF 106.52 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S02°49'22"W, A DISTANCE OF 106.34 FEET; THENCE S02°59'23"E, A DISTANCE OF 249.45 FEET TO A POINT ON THE SOUTH LINE OF SAID TAX LOT 4, SAID POINT ALSO BEING ON THE SOUTH LINE OF SAID NW1/4 OF SECTION 05; THENCE S87°00'37"W ALONG SAID SOUTH LINE OF TAX LOT 4, SAID LINE ALSO BEING SAID SOUTH LINE OF NW1/4 OF SECTION 05, A DISTANCE OF 1267.66 FEET TO THE POINT OF BEGINNING.

SAID TRACT OF LAND CONTAINS 2,231,925 SQUARE FEET OR 51.238 ACRES, MORE OR LESS.

SEE SHEET: 1 OF 3 FOR DRAWING  
SEE SHEET: 3 OF 3 FOR TABLES

|  |  |                  |   |
|--|--|------------------|---|
| <br><b>E &amp; A CONSULTING GROUP, INC.</b><br><i>Engineering Answers</i> | <b>E &amp; A CONSULTING GROUP, INC.</b><br>Engineering • Planning • Environmental & Field Services<br><small>10909 Mill Valley Road, Suite 100 • Omaha, NE 68154 Phone: 402.895.4700 • Fax: 402.895.3599</small> |                  | <b>SCHOOL TRANSFER LEGAL</b><br><b>PART OF THE NW1/4 OF</b><br><b>SECTION 05, TOWNSHIP 13</b><br><b>NORTH, RANGE 12 EAST</b><br><small>SARPY COUNTY, NEBRASKA</small> |
|  | Job No.: P2017.550.001   | Date: 08-23-2022 |   |
| Drawn by: CJV  | Scale: 1" = 400'   | Sht: 2 of 3      |   |

**Subject:** Bond 2023 Facility Improvements Update

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:** N/A

**Department:** Business Services

**Action Desired:** Approval \_\_\_\_\_ Discussion \_\_\_\_\_ Information  X

**Background:**

An update on the facility improvements throughout the district will be provided to the Board. Projects include improvements associated with the current 2023 bond referendum.

**Recommendation:** Information Only

**Responsible Person:** Brett Richards/ Pat Carson BCDM

**Superintendent's Approval** \_\_\_\_\_  
*Andrew J. Rikli*  
Signature

**RETURN TO AGENDA**

**Subject:** Policy 1000 Series – Public Relations and Communications

**Meeting Date:** January 27, 2025

**Prior Meeting Discussion Date:** January 13, 2025, Board Meeting

**Department:** Communications

**Action Desired:** Approval \_\_\_\_\_ Discussion  Information Only \_\_\_\_\_

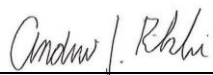
**Background:**

January is designated as the month for review of *Series 1000 – Public Relations and Communications* board policies. Board members were asked to review the policy series as posted on the district website.

- Policy 1001 - Notice of Nondiscrimination – Move designated personnel section to Procedure 1001
- Policy 1003 - Fire Departments – Reference building emergency operations plan (EOP) for associated procedures
- Policy 1101 - Goals of Communications with the Public – change “Board subcommittee” to “Board standing committee”
- Policy 1102 - District Communications – Rephrase “communication plan” to emphasize regular and ongoing communication
- Policy 1401 - Public Participation in the Schools – Revise for grammar/clarity
- Policy 1405 - Solicitation in the Schools – Add cross-reference to relevant policies

**Recommendation:** Discussion only

**Responsible Person:** Dr. Christopher Villarreal

**Superintendent’s Approval** \_\_\_\_\_  
  
 Signature

**RETURN TO AGENDA**

**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1000 - Community/Educational Agency Relations

**Policy: 1001 Notice of Nondiscrimination**

The Papillion La Vista Community Schools (hereinafter referred to as "School District") does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

~~The following persons have been designated to handle inquiries regarding the non-discrimination policies:~~

~~Students: Dr. Trent Steele, Director of Secondary Human Resources and Student Services, 420 South Washington Street, Papillion, NE 68046 (402) 537-6214 (trent.steele@plvschools.org).~~

~~Employees and Others: Dr. Kati Settles, Assistant Superintendent Human Resources, 420 South Washington Street, Papillion, NE 68046 (402) 537-6204 (kati.settles@plvschools.org).~~

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, #320, Kansas City, Missouri 64106, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or email [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

### **Procedure 1001**

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Dr. Trent Steele, Director of Secondary Human Resources and Student Services, 420 South Washington Street, Papillion, NE 68046 (402) 537-6214 ([trent.steele@plvschools.org](mailto:trent.steele@plvschools.org)).

Employees and Others: Dr. Kati Settles, Assistant Superintendent Human Resources, 420 South Washington Street, Papillion, NE 68046 (402) 537-6204 ([kati.settles@plvschools.org](mailto:kati.settles@plvschools.org)).

The Papillion La Vista Community Schools uses the following nondiscrimination statement:

The Papillion La Vista Community School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies: Students: Dr. Trent Steele, Director of Secondary Human Resources and Student Services, 420 South Washington Street, Papillion, NE 68046 (402) 537-6214 ([trent.steele@plcschools.org](mailto:trent.steele@plcschools.org)). Employees and Others: Dr. Kati Settles, Assistant Superintendent Human Resources, 420 South Washington Street, Papillion, NE 68046 (402) 537-6206 ([kati.settles@plcschools.org](mailto:kati.settles@plcschools.org)). Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street #320, Kansas City, Missouri 64106, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

In accordance with recommendations made by the US Department of Education the above statement will be included in all newsletters and district publications.

**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1000 - Community/Educational Agency Relations

**Policy: 1003 Fire Departments**

It shall be the responsibility of each building principal to establish and maintain good relationships with the local fire departments, work with the building's faculty in determining the nature and time of fire department participation in the school's program, and coordinate and supervise any school fire department activity.

~~The Superintendent of Schools shall develop p~~rocedures for school staff to follow in regards to required fire drills, fire prevention and building evacuation activities **are available in each building's emergency operations plan (EOP).**



**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1100 - Principles and Objectives for Community Relations

**Policy: 1101 Goals of Communications with the Public**

The Board desires that two-way communication always remain open between the school system and citizens of the District. The Board will attempt to operate schools that reflect the public's desires and wishes. It will do its best to keep patrons aware of district activities. Individual board members will refer complaints, suggestions and constructive criticism about operational matters directly to the Superintendent for consideration and action. Comments affecting policy will be referred to the appropriate Board ~~standing committee~~ ~~subcommittee~~ to determine if it needs to be placed on the board meeting agenda for consideration by the entire board.

**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1100 - Principles and Objectives for Community Relations

**Policy: 1102 District Communications**

The Superintendent and Board of Education recognize that strong relationships with staff and community are essential for a strong school district. Comprehensive internal and external communication is critical toward building that relationship. ~~Regular and ongoing communication will be maintained, reflecting the school district's commitment to transparency and two-way dialogue. A communication plan will be implemented based on the importance of transparency and two-way dialogue.~~ The Board desires that patrons be well informed about district policies and programs and messages will be shared in multiple ways to help keep everyone informed. At times the Board may wish to make a statement through its president but normally the Superintendent, through the District's communications office, will be responsible for communication- to explain school needs, goals, programs and achievements.

**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1400 - Public Participation in the School District

**Policy: 1401 Public Participation in the Schools**

Community residents will be encouraged to share any special training, experience or philosophies with district students and staff. They may be invited to act as advisors -- either individually or in groups -- in:

1. Clarifying ideas and attitudes held by residents regarding their schools.
2. Developing board policies for the management of the school system.
3. Establishing ways to implement board policies.
4. Determining purposes of study and services provided to students.
5. Evaluating how well the purposes are being achieved.
6. Assisting the professional staff in situations where the aid is deemed especially valuable.
7. Solving specific problem(s) facing the Board.
8. The operation of school related agencies.

The Board of Education, administration and staff of the Papillion La Vista Community Schools want to do everything possible to enable the educational experience for each student to be a worthwhile and positive experience. In this endeavor, we are committed to working with students, parents and guardians, and the broader community in having the best staff, programs and materials possible.

**Procedure 1401**

When anyone would have a concern or complaint about any school matter, he/she should discuss this concern with the school staff person who is directly involved. If a satisfactory resolution cannot be reached, he/she would then ask that person whom the next supervisory level would be, and then proceed to discuss the matter with that person. Commonly that would be a supervisor or building principal. If the concern is not resolved please refer to Board Policy #2102.

**Series Name:** 1000 - Public Relations and Communications

**Topic:** 1400 - Public Participation in the School District

**Policy: 1405 Solicitation in the Schools**

Agents, solicitors or salesmen may not visit teachers during school hours except with permission of the building principal or Superintendent. Individuals who wish to confer with a teacher or pupil about non-school matters should do so when school is not in session.

The Board believes that student fund-raising should be kept to a minimum **and must adhere to policies 1409 and 1410**. Solicitation will be allowed only for school related activities.

