

Agenda for the Board of Education Meeting – April 28, 2025, at 6:00pm

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.*

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

Nebraska 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.

- I. Call to Order**
- A. Pledge of Allegiance
 - B. Roll Call
 - C. Excused Absences (*Motion Needed*)
- II. Communications (*Reports and Celebrations*)**
- A. Military Advisory Report: Colonel Patrick Kolesiak
 - B. Presentation: Inclusive Practices
 - C. Reports
 - 1. Superintendent’s Report
 - 2. Board Member Reports
 - D. Committee Reports
 - 1. Buildings, Grounds, & Finance
 - 2. Human Resources & Student Services
 - 3. Curriculum & Americanism
 - E. Public Comment for Items on the Agenda*
Requests to speak to items on the agenda will be heard when the agenda item is presented for discussion
- 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 April 14, 2025
 - B. 2025 Student Technology Purchase (Goal #1)
 - C. 2025/26 Calendar Amendment (General Operations)
- IV. Discussion/Information Items**
- A. D.A. Davidson – 3rd Installment of Bond Dollars (General Operations)
 - B. Legislative Update w/Tim Gay, Catalyst Public Affairs (General Operations)
 - C. Administrative Salary 2025/26 (Goal #3)
 - D. Superintendent Salary 2025/26 (Goal #3)
- V. Public Comment for Items Not on the Agenda***
- During this time the Board will listen only to all comments and will not answer questions or engage the speaker as required by the Nebraska Open Meetings Law.
- VI. Future Board Calendar**
- | | |
|----------------|--|
| April 30, 2025 | Honors Night at PLSHS @ 7:30pm |
| May 2, 2025 | Liaison Lunch @ Prairie Queen @ 11:30am w/Butler |
| May 6, 2025 | Honors Night @ PLHS @ 7:00pm |
| May 9, 2025 | Seniors Last Day of School |
| May 9, 2025 | SEARCH Graduation @ 8:30am Embassy Suites |
| May 9, 2025 | YATP Graduation @ 12:00pm Embassy Suites |
| May 11, 2025 | Commencement – PLSHS @ 1:00pm and PLHS @ 3:00pm-Baxter Arena |
| May 12, 2025 | Board of Education Meeting @ 6:00pm - Central Office |

VII. Adjournment

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.

***Public Comment Categories: Items on the Agenda and Items Not on the Agenda:** Comments may take place as provided on this agenda. Individuals wishing to address the Board must complete the appropriate *Guidelines for Public Comment Form* with the date, topic, name, address and organization representation (if appropriate) and give it to the Board Clerk prior to the initial Call to Order. 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 per category 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. Information may also be shared with the Board through email. Contact information is located on the district webpage: <https://www.plcschools.org>

Board of Education Presentation Background Information

Title of Presentation: Inclusive Practices

Name & Title of Presenter(s): Title I Principals-Jamie Boyer, Seth Hiveley, Randy Guthmiller, Ami Nichols,
Jen Noble
G. Stanley Hall Special Education Teachers-Kelsee Hollenbeck and Natalee Diaz
Parkview Heights SLP-Katy Moone
Carriage Hill Special Education Teacher- Jenne Yule

What is the activity you plan to describe?

Our district continues to strengthen inclusive practices that foster belonging for all students. This year, we introduced or expanded UNIFIED Sports, enhanced inclusion activities, and celebrated specific inclusion days in our Title I schools to promote acceptance and awareness. Additionally, we will showcase co-teaching models that demonstrate how collaborative instruction supports diverse learners and inclusive classrooms.

RETURN TO AGENDA

PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
FINANCIAL STATEMENT
03/31/25

BEGINNING G/L BALANCE AS OF 3/1/2025		16,458,360.11
REVENUE:		
State Aid		4,252,244.00
Property Taxes Sarpy		2,919,343.59
Douglas Taxes		689.68
Special Ed		2,242,709.00
Grant Revenue		0.00
MIPS/MAPS		0.00
Interest Earned on Bank Accounts		51,419.11
School Lunch Program Receipts		533,283.47
Tuition Express (preschool tuition)		11,225.84
Misc. Items		115,536.34
TOTAL REVENUE		\$10,126,451.03
DISBURSEMENTS:		
Payroll		5,566,307.03
Payroll Taxes		1,937,674.91
Vendor Payments/Mileage Reimb. General Fund		3,749,535.03
Payflex Fees		893.20
Health Savings Acct.		37,221.23
Retirement ACH		1,458,218.90
TOTAL DISBURSEMENTS		12,749,850.30
ENDING BALANCE AS OF 03/31/25		13,834,960.84

Treasurer

RETURN TO AGENDA

PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
BOND FUND FINANCIAL STATEMENT
03/31/25

BOND FUND #3

Balance 3/1/2025 \$ 6,854.26

REVENUE:

Sarpy County Property Tax	295.05	
Interest	24.19	
Deposit	0.00	
Internal Transfer		
TOTAL REVENUE		\$ 319.24

DISBURSEMENTS:

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

ENDING BALANCE THRU 3/31/2025 \$ 7,173.50

BOND FUND #4

Balance 3/1/2025 \$2,525,008.51

REVENUE:

Sarpy County Property Tax	116,310.61	
Interest	8,926.16	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE		\$ 125,236.77

DISBURSEMENTS:

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

ENDING BALANCE THRU 3/31/2025 \$ 2,650,245.28

BOND FUND #5

Balance 3/1/2025 \$2,365,246.46

REVENUE:

Sarpy County Property Tax	0.00	
Interest	8,143.80	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE		\$ 8,143.80

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer	0.00

TOTAL DISBURSEMENTS	\$0.00
----------------------------	---------------

ENDING BALANCE THRU 3/31/2025	\$2,373,390.26
--------------------------------------	-----------------------

BOND FUND #6

Balance 3/1/2025	\$795,975.56
-------------------------	---------------------

REVENUE:

Sarpy County Property Tax	365,875.63
Interest	3,471.48
Internal Transfer from bond 7	0.00
Deposit	0.00

TOTAL REVENUE	\$ 369,347.11
----------------------	----------------------

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer	0.00

TOTAL DISBURSEMENTS	\$0.00
----------------------------	---------------

ENDING BALANCE THRU 3/31/2025	\$1,165,322.67
--------------------------------------	-----------------------

BOND FUND #7

Balance 3/1/2025	\$2,806,933.09
-------------------------	-----------------------

REVENUE:

Sarpy County Property Tax	108,662.57
Interest	9,881.59
Internal Transfer	
Deposit	

TOTAL REVENUE	\$ 118,544.16
----------------------	----------------------

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer to Bond 6	0.00

TOTAL DISBURSEMENTS	\$0.00
----------------------------	---------------

ENDING BALANCE THRU 3/31/2025	\$2,925,477.25
--------------------------------------	-----------------------

RETURN TO AGENDA

Treasurer

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

BUILDING FUND

Beginning Balance 3/01/2025		4,020,910.10
------------------------------------	--	--------------

Receipts:

Tax Revenue - Sarpy County/LC	44,454.25
Interest	8,255.53
Internal Transfer	0.00
Misc. Deposits - NDE Deposit	0.00

	52,709.78

Disbursements:

A/P Checks	487,427.00
Internal Transfer	600,000.00

	1,087,427.00

Ending Balance 3-31-25 Per G/L		2,986,192.88
---------------------------------------	--	--------------

CONSTRUCTION FUND

Beginning Balance 3/01/2025		26548717.46
------------------------------------	--	-------------

Receipts:

Tax Revenue - Sarpy County/LC	0.00
Interest	77,483.42
Bond Refunding/Misc. Receipts	0.00
Internal Transfer from gen fund	0.00

	77,483.42

Disbursements:

A/P Checks	1,775,884.71
Internal Transfers To Gen Fund	0.00
Investing Fees	0.00
Transfer to Five Points	2,000,000.00

	3,775,884.71

Ending Balance 3-31-25 Per G/L		22,850,316.17
---------------------------------------	--	---------------

Treasurer

RETURN TO AGENDA

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
April 28, 2025

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF				
Estimated General Fund Expenditures				
Roger Campbell & 4 students	June 23-27, 2025 Atlanta, GA	National Leadership & Skills Conference (NLSC)	\$4,000.00 (A)	\$0.00
Matt Allen & 5 students	June 17-22, 2025 Nashville, TN	HOSA Nationals	\$2,424.00 (G)	\$0.00
Joel Hueser, Jim Simpson, Joseph Cooley & 10 students	June 20-22, 2025 Kansas City, MO	Midwest Showcase	\$880.00 (A)	\$0.00
Adam Schlismann, Jeff Nichols & 9 Students	May 23, 2025 Kansas City, MO	Senior Trip	\$313.00 (A)	\$0.00

Expenses are estimated until travel is completed and bills submitted.
(D) District (G) Grant (A) Activity (O) Other

[Return to Agenda](#)

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
PERSONNEL ACTIONS
BOARD OF EDUCATION
April 28, 2025

Resignations

McKenna Dodd	Physical Education	Papillion La Vista High School
Marilyn Levin	Behavior Coach	Papillion La Vista Community Schools

Leave of Absence

Alison McCall	Special Education	Papillion La Vista High School
---------------	-------------------	--------------------------------

New Contracts

Jennifer Montag	Preschool	Ashbury
-----------------	-----------	---------

Jennifer received her Bachelors from the University of Nebraska in May 2018. She is currently a Preschool Teacher and Early Intervention Home Base Provider at Beatrice Public Schools.

Kristan Strosnider	5th Grade	Trumble Park
--------------------	-----------	--------------

Kristan received her Masters from Doane University in May 2019. She is currently a Floater Substitute at Millard Public Schools. She was previously a 4th Grade Teacher at North Platte Public Schools and a 5th Grade Teacher at Millard Public Schools.

Edgar Ortegon	Spanish	Papillion Middle School
---------------	---------	-------------------------

Edgar received his Bachelors from the University of North Dakota in December 1999. He is currently a Special Education Paraprofessional at Tara Heights Elementary. Edgar was previously employed at Berlitz as a Spanish, English Language Instructor. Edgar is in the TAP Program at the University of Nebraska at Omaha where he will complete his Masters Degree in Education.

Hannah Merrill	5th Grade	Hickory Hill
----------------	-----------	--------------

Hannah will receive her Bachelors from the University of Nebraska at Kearney in May 2025. She is currently a Student Teacher at Golden Hills Elementary.

Bailee Berthold	1st Grade	Parkview Heights
-----------------	-----------	------------------

Bailee will receive her Masters from the University of Nebraska at Omaha in May 2025. She is currently a Kindergarten Teacher at Omaha Public Schools.

Angie Gable	3rd Grade	Portal
-------------	-----------	--------

Angie received her Masters from Doane University in May 2020. She is currently a Substitute Teacher with PLCS and was previously a 4th Grade Teacher at Portal Elementary.

Carson Reese	Social Studies	La Vista Middle School
--------------	----------------	------------------------

Carson will receive his Bachelors from the University of Nebraska in May 2025. He is currently a Student Teacher at Papillion La Vista South High School.

Haley Kimbrough	4th Grade	Patriot
-----------------	-----------	---------

Haley will receive her Bachelors from the University of Nebraska at Kearney in May 2025. She is currently a Student Teacher at Kearney Public Schools.

Hannah Misiunas	Elementary	TBD
-----------------	------------	-----

Hannah will receive her Bachelors from the University of Nebraska at Omaha in May 2025. She is currently a Student Teacher at Parkview Heights Elementary. She was previously an Instructional Paraprofessional at Parkview Heights Elementary.

Kareleen Lakamp

4th Grade

Patriot

Kareleen will receive her Bachelors from Concordia University in April 2025. She is currently an Elementary Spanish Teacher at Redeemer Lutheran School in Texas.

Vincent Knight

Special Education

TBD

Vincent received his Masters in August 2024 from Peru State College. He is currently a Floater Substitute with PLCS. Vincent was previously a Student Teacher at Rumsey Station Elementary and Papillion La Vista High School.

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
April 14, 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 an open and public session at 6:00 p.m., Monday, April 14, 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*, April 9, 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 SuAnn Witt 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. Ms. Witt led the group in the Pledge of Allegiance.

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

Recognitions

Dr. Rikli recognized several groups as State Champions. The PLSHS Boys Basketball team, the PLHS & PLSHS DECA, the PLHS HOSA – Dawit Hailu and Vicky Wu. The NE Gatorade Player of the Year is Bryson Bahl from PLSHS.

Student Council

Ms. Kinsey Lathrop and Ms. Abigail Bender from Papillion La Vista South High School, reported for the Student Council. PLSHS hosted their Prom on April 12 at the Beardmore Event Center, and the post prom party was held at South. Spring sports have started with boys' and girls' soccer, boys' and girls' track, golf, and baseball. The spring theatre production of *Alice by Heart* will take place May 1-3. The Student Council hosted a Me and My Guy dance to raise funds for the Make a Wish program. The DECA team will be traveling to Nationals in Orlando, Florida. Ms. Abigail will move to the President position for the 2025/26 school year.

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. Mr. Scott Hilgers who is an Administrator with OPS has been interning with Dr. Rikli as part of his program. April is the month of the Military Child, and the district has been celebrating in all our schools. Several programs have taken place including the Purple Star activities.

Dr. Rikli, Ms. Witt, Ms. Wood, and Mr. Madler traveled to Atlanta, GA for the National School Board Association (NSBA) National Conference.

The district has started the discussion on the boundary changes that will take place for the new 17th elementary building that will open this fall in 2026. Community Forum meetings are scheduled for the community to voice their concerns and feedback about the proposed changes.

Dr. Rikli traveled to the Capitol in Lincoln last week to attend the Liberty Middle School show choir performance.

Dr. Rikli attended the annual Title 1 event that was held at PLHS. This event is for all Title 1 parents and students.

The Community Closet will host the last open house for the school year on April 26th at La Vista Middle School. Volunteers are needed.

Board Comments

Ms. Wood and Ms. Witt attended the NASB Open Meeting Law Workshop in Lincoln. Ms. Wood also attended the 4 & 5 music program at Anderson Grove, a Liaison Lunch at PLECC, TeamMates board meeting, the boundary forum at Prairie Queen, and the MABE meeting.

Mr. Wood, Ms. Witt, and Mr. Madler attended the NSBA National Conference in Atlanta, GA.

Mr. Bailey spoke at the PLHS for the Military Child Month, the boundary meeting, and the MABE meeting.

Mr. Lodes attended several sporting events throughout the district.

Ms. Witt attended the boundary meeting and the Title 1 event.

Committee Reports:

- Building & Grounds & Finance: Mr. Madler reported the committee had met. Agenda items discussed are on the meeting agenda.
- HR & Student Services Committee: Mr. Lodes reported the committee had met. Agenda items discussed are on the meeting agenda.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee had met. Agenda items discussed are on the meeting agenda. The Strategic Planning process was also discussed.

Action Items – Monthly Business

A motion was made by Ms. Wood and seconded by Mr. Bailey to approve the Action by Consent Items: The meeting agenda, bills, out of state travel and personnel, board minutes of March 24, 2025, and revised board meeting minutes of February 10, 2025, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Bailey, Butler, Madler, Witt, Lodes, and Wood. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Mr. Lodes to (1) approve the track replacement and Liberty track surfacing projects as presented by Nemaha Sports Contracting LLC for the amount of \$1,295,233.58 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 other 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: Butler, Madler, Witt, Lodes, Wood, and Bailey. Nays: None. The motion carried.

A motion was made by Mr. Bailey and seconded by Mr. Lodes to acknowledge the review of Series 3000-Business Board Policies. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Witt, Lodes, Wood, Bailey, and Butler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Butler to approve the Finals site contract addendum to upgrade our mass communication system to Messages XR Enterprise and Teacher Communications Enterprise. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Lodes, Wood, Bailey, Butler, and Witt. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Wood to cancel the contract of Mr. Jeffrey Fauble per the following resolution:

WHEREAS, the Douglas County Sheriff's Office notified Jeff Fauble on March 26, 2025, that the Board of Education would consider the cancellation of his employment contract effective upon board action; and

WHEREAS, Mr. Fauble did not send a request for a hearing within seven days of receiving the notice; and
WHEREAS, the school district has complied with all requirements of statute and policy regarding the cancellation of Mr. Fauble's employment contract;

NOW, THEREFORE, BE IT RESOLVED that Jeff Fauble's employment contract be cancelled, and the same is hereby cancelled effective immediately.

Ms. Butler asked how the district completes the hiring process for a new employee. Dr. Settles explained the steps. Mr. Bailey asked if there were additional ways that the district could improve their current processes. Dr. Settles explained that the district has comprehensive safeguards in place with training every year for staff.

Discussion was held between Nebraska Professional Practices. Meetings were held with the CEO of One Source and the Sarpy County Sheriffs Office.

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

A motion was made by Mr. Bailey and seconded by Mr. Madler to approve the recommended calendar changes for the 2024/25 school year as presented. Mr. Madler asked Ms. Seery why the day was added for staff development on May 27. Ms. Seery explained that the date is needed for the implementation of the curriculum that will take place for the 2025/26 school year. Ms. Wood replied that the Board will be looking at next year's calendar dates to see if any revisions can take place if there is excess winter weather for the 2025/26 school year. Ms. Butler supports the reviewing of next year's calendar for possibly make-up days. There were no comments from the audience. Roll call vote was taken. Ayes: Wood, Bailey, Butler, Madler, Witt, and Lodes. Nays: None. The motion carried.

Discussion/Information Items

Mr. Matt Moore, Director of Technology, provided information on the RFP for the student technology purchase. The Chromebook selection and purchase process will continue to be an annual task to maintain the district's secondary 1:1 Chromebook device fleet. The Technology Department anticipates bringing back a purchase recommendation for approval at the April 28, 2025, board meeting. The goal is to issue a purchase order to acquire this hardware in time to receive and prepare these devices for deployment at the beginning of the 2025-26 school year.

Mr. Brett Richards, Assistant Superintendent of Business, gave the Board an update on the legislative session. The session is on day 61 of 90 days. Currently there are several bills that the district is following, including LB390, LB140, and LB653.

The Series 4000 Board Policies are up for annual review. If there are changes proposed or recommended, please send them to Dr. Settles. Any changes will be presented as discussion items at the April 28 board meeting, with possible action at the May 12th board meeting. If there are no changes recommended, the Board will acknowledge review of the Series 4000 Board Policies at the April 28 board meeting.

Communication

There were no public testifiers.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 7.13p.m.

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

Subject: 2025 Student Technology Purchase Request for Proposals

Meeting Date: April 28, 2025

Prior Meeting Discussion Date: May 11, 2020, June 22, 2020, May 24, 2021, February 8, 2023, March 13, 2023, April 10, 2023, and April 14, 2025

Curriculum & Americanism Subcommittee Meeting: March 6, 2023, January 16, 2024, March 15, 2024, January 14, 2025, and March 25, 2025

Department: Curriculum and Instruction / Technology

Action Desired: Approval X Discussion Information Only

Background:

PLCS released a Request for Proposals (RFP) for student technology devices for our 1:1 program. Responses were due on Wednesday, April 16, 2025, at 9:00 A.M. CST, at which time they were opened publicly. A total of seven vendors responded to the RFP with proposals. The full bid tabulation is attached.

After a thorough evaluation of submitted responses and evaluation units sent by vendors, the Technology Department recommends the following items for approval. The goal is to issue a purchase order to acquire this hardware in time to receive and prepare devices for deployment at the beginning of the 2025-26 school year.

The Chromebook selection and purchase process will continue to be an annual task to maintain and cycle the district's secondary 1:1 Chromebook device fleet for our 7th-12th grade students and refresh the elementary fleet.

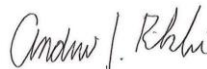
Item	Description	Vendor	Qty	Unit Cost	Total
Student Chromebooks	Lenovo Chromebook 100E Gen 4 8GB/64GB (with 4-year warranty and Google Chrome OS Management License)	CDW-G	3400	\$ 312.57	\$1,062,738.00

The district has this purchase budgeted within the depreciation fund and with support of residual value from previously retired devices.

Recommendation: Motion to approve entering into a purchase agreement with CDW-G as presented with a total cost of \$1,062,738.00.

Responsible Person: Matt Moore, Shureen Seery and Brett Richards

Superintendent's Approval _____



Signature

RETURN TO AGENDA

BID TABULATION - PLCS 2025 Student Device Purchase RFP 2025-04-16

Item #1 - Student Chromebook

Vendor	Type	Model (RAM / Storage)	Base Unit Cost	4 Year Warranty	Chrome License	Total Cost	Met Specs
Trafera	Chromebook	HP 11 G9 EE (4GB/32) w 4 year warranty	\$ 274.00	Included	\$ 32.00	\$ 306.00	No
GovConnection	Chromebook	Acer 511 (8GB/32GB) 64 298.50	\$ 288.50	\$ 61.00	\$ 31.00	\$ 380.50	Yes
CDWG	Chromebook	Lenovo 100E Gen 4 (4GB/32 GB)	\$ 235.13	\$ 32.48	\$ 31.00	\$ 298.61	Yes
CDWG	Chromebook	Lenovo 100E Gen 4 (8GB/64 GB)	\$ 249.09	\$ 32.48	\$ 31.00	\$ 312.57	Yes
CDWG	Chromebook	Lenovo 14E Gen 3 (4GB/32GB)	\$ 235.13	\$ 32.48	\$ 31.00	\$ 298.61	Yes
CDWG	Chromebook	Lenovo 14E Gen 3 (8GB/64GB)	\$ 249.09	\$ 32.48	\$ 31.00	\$ 312.57	Yes
RTI	Chromebook	HP Fortis G10 (11.6inch) (4GB/32GB)	\$ 213.00	\$ 24.00	\$ 30.00	\$ 267.00	No
RTI	Chromebook	HP Fortis G10 (11.6inch) (8GB/64GB)	\$ 247.00	\$ 24.00	\$ 30.00	\$ 301.00	No
Virtucom	Chromebook	HP Fortis G10 (11.6inch) (4GB/32GB)	\$ 229.00	\$ 32.00	\$ 30.00	\$ 291.00	No
Virtucom	Chromebook	HP Fortis G10 (11.6inch) (8GB/64GB)	\$ 249.00	\$ 32.00	\$ 30.00	\$ 311.00	No
Sterling	Chromebook	Dell 3120(4GB/64GB)	\$ 223.71	\$ 62.71	\$ 32.00	\$ 318.42	Yes
Sterling	Chromebook	Dell 3120 (8GB/64)	\$ 254.64	\$ 66.78	\$ 32.00	\$ 353.42	Yes

Item #2 - Chromebook Cases

Vendor	Type	Model	Cost	Notes
GovConnection	Case	UZBL Acer 511 C Part #LAP7786	\$ 18.71	
KCAV	Case	Gumdrop 01D020	\$ 25.50	
CDWG	Case	Infocase Rugged 100E	\$ 21.47	
CDWG	Case	Infocase Rugged 14E	\$ 21.47	
RTI	Case	HP Chromebook 11 G10 EE Shield	\$ 16.00	
RTI	Case	Gumdrop HP Fortis 11 inch G10	\$ 27.00	
Virtucom	Case	Bump Armour Ninja Shell	\$ 24.99	
Sterling	Case	Nutcase Rugged Shell	\$ 23.99	
Sterling	Case	Bump Armour Ninja Shell	\$ 24.99	

Subject: 2025-26 School Calendar Amendment

Meeting Date: April 28, 2025

Prior Meeting Discussion Date: HR Subcommittee March 31, 2025
Board Meeting November 11, 2024
HR Subcommittee November 8, 2024

Department: Human Resources

Action Desired: Approval X Discussion Information Only

Background:

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

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

The following would now also be reflected on the 25-26 school calendar:

Additional student make-up days that could be considered if there are excessive inclement weather days are outlined. These include:

February 16, 2026 (currently scheduled for Staff Development)

April 3, 2026 (currently scheduled as a No School Students or Staff)

April 6, 2026 (currently scheduled for Staff Development)


May 7, 2026 (currently scheduled as Seniors last day)

May 8, 2026 (currently scheduled as a no school day for Seniors)

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

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____



Signature

RETURN TO AGENDA

Summer Break

July 2025

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

August 2025

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

13.5 Student/17 Teacher Days

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

19 Student Days

21 Teacher Days

1 Sept - No School
Labor Day
2 Sept - No School
Staff Development
22 Sept - No School
Staff Development

September 2025

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

October 2025

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

21 Student Days

22 Teacher Days

10 Oct - No School
13 Oct - No School
Staff Development & Paraprofessional Conference

16 E & 17 S Student Days

18 Teacher Days

Nov 3 - No Elementary School
Elementary Teacher
Staff Development Day
26 Nov - No School
Staff Development
Trade Day
27 & 28 Nov - No School
Fall Break

November 2025

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

December 2025

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

15 Student Days

15 Teacher Days

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

18 Student Days

20 Teacher Days

1 & 2 Jan - No School
Winter Break
5 Jan - No School
Staff Development
19 Jan - No School
Staff Development

January 2026

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

February 2026

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

18 E & 19 S Student Days

20 Teacher Days

6 Feb - No Elementary School
Elementary Teacher
Staff Development Day
16 Feb - No School
Staff Development & Paraprofessional Conference
Possible Makeup Day

17 Student Days

17 Teacher Days

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

March 2026

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

April 2026

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

20 Student Days

21 Teacher Days

3 April - No School
Possible Makeup Day
6 April - No School
Staff Development
Possible Makeup Day

15.5 Student Days

16 Teacher Days

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

May 2026

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

June 2026

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

Summer Break

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

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

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

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

Calendar reflects 187 days of the 190 day teacher contract. It does not show 3 paid days for Parent Teacher Conference & planning time.

RETURN TO AGENDA

Subject: Issuance of 3rd Installment of General Obligation Bonds (Bond #7)

Meeting Date: April 28, 2025

Prior Meeting Discussion Date: October 28, 2024

Department: Business Services

Action Desired: Approval _____ Discussion ____X____ Information Only _____

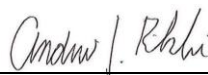
Background:

The district will request the third installment of funding to facilitate the continued improvement projects for the 2023 approved by voters Bond projects. DA Davidson staff will be at the meeting to discuss the financing with the Board of Education.

Recommendation: Discussion only.

Responsible Person: Brett Richards

Superintendent's Approval _____



Signature

RETURN TO AGENDA

Subject: Legislative Update

Meeting Date: April 28, 2025

Prior Meeting Discussion Date:

Department: Business Services

Action Desired: Approval _____ Discussion _____ Information Only X

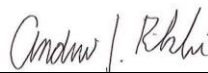
Background:

A legislative update will be provided to review bills we are following during the 109th 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 _____



Signature

RETURN TO AGENDA

Subject: Administrative Salaries for 2025-26 School Year

Meeting Date: April 28, 2025

Prior Meeting Discussion Date: HR Board Subcommittee meeting: March 31, 2025

Department: Human Resources

Action Desired: Approval _____ \ _____ Discussion X Information Only _____

Background:

In January 2025, the Board approved the Teacher Negotiated agreement for the 2025-26 school year. This resulted in a total package increase of 4.69%. The HR Subcommittee considered this as well as other pieces of data in proposing the following for 2025-26:

Certified Administrators average package increase of 4.035%:

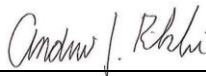
- Increase base \$1,690 moving from \$72,600 to \$74,290
- Allow for vertical and horizontal movement

Assistant Superintendents recommended package increase is 3.80%.

Recommendation:

Responsible Person: Mr. Brian Lodes and Dr. Kati Settles

Superintendent's Approval _____



Signature

RETURN TO AGENDA

Subject: Superintendent Contract for 2025-26 School Year

Meeting Date: April 28, 2025

Prior Meeting Discussion Date: HR Board Subcommittee meeting: March 31, 2025

Department: Human Resources

Action Desired: Approval ☐ Discussion ☒ Information Only ☐

Background:

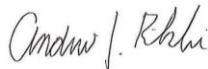
In January 2025, the Board approved the Teacher Negotiated agreement for the 2025-26 school year. This resulted in a total package increase of 4.69%. The HR Subcommittee considered this as well as other pieces of data in proposing the following to Dr. Rikli's contract:

The proposed Superintendent contract includes a total package increase of 3.605%. Dr. Rikli's salary for the 2025-2026 school year is proposed to be \$273,947.31. With increases in Retirement, FICA, Medicare, and insurance rates calculated, this is a total package cost of \$341,528.86, not to include budgeted amounts for travel allowance/reimbursement and association/membership dues. The total budgeted amount for this contract is \$352,608.85. The contract, which was updated in December of 2024, covers through the 2027-2028 contract years.

A copy of the Superintendent's three-year contract is available for patron review on the District website in accordance with Nebraska's Superintendent Contract Transparency Act.

Recommendation: Discussion

Responsible Person: Mr. Brian Lodes and Dr. Kati Settles



Superintendent's Approval _____
Signature

RETURN TO AGENDA

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This contract is made by and between the Board of Education of Papillion LaVista Community Schools, legally known as Sarpy County School District No. 77-0027 and referred to herein as the “Board” and “School District” respectively, and Dr. Andrew Rikli, referred to herein as the “Superintendent.”

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of May 12, 2025, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. The Superintendent shall be employed for a term beginning on July 1, 2025 and expiring on June 30, 2028. References to “contract year” shall mean the period from July 1 through June 30.

SECTION 2. Salary and Performance Payment. The Superintendent’s salary for the 2025-26 contract year shall be \$273,947.31 which shall be paid in equal installments in accordance with the Board’s policy governing payment of other professional staff employees. The salary for the 2025-26, 2026-27, and 2027-28 contract years shall be set by mutual agreement of the Superintendent and the Board; but shall not be less than the annual salary for the immediately preceding contract year. During the term of this Contract, the Board shall not reduce the Superintendent's salary but may increase it, as an amendment hereto, without such increase constituting a new contract or extending the length of this Contract. For the 2025-26 contract year and any subsequent period, the Board may, in its discretion, pay the Superintendent a performance payment for the completion of goals established collaboratively by the Superintendent and the Board.

SECTION 3. Contract Extension. Effective July 1, 2025, this Contract shall automatically be extended for one additional year beyond the initial term unless the Board gives the Superintendent written notice by that date that it will consider not renewing the Contract. Such notice must be given pursuant to official board action. The Board may take official action to extend the term of this contract at any regular or special meeting at which such extension is an agenda item.

SECTION 4. Professional Status. The Superintendent affirms that he is not under contract with another school board or board of education covering any part of or all of the term of this Contract. Throughout its term, he will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska, which certificate shall be registered in the School District’s Human Resources Office.

SECTION 5. Superintendent's Duties. The Superintendent shall faithfully perform the duties of the Superintendent of Schools as prescribed by the laws of the State of Nebraska, the rules and regulations of the Nebraska Department of Education, and the Board’s Policy Manual, which duties shall not be changed substantially during the term of this Contract without the Superintendent’s consent. The Superintendent is subject to the Board’s direction and control at all times and shall carry out and perform such administrative duties as the Board may assign to him from time to time. Regular, dependable attendance is an essential function of the Superintendent’s duties. He will devote his full time, skill, labor, and attention to the performance of his duties; provided, however, by agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with his duties and obligations to the Board.

SECTION 6. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementing Board policy. The Board agrees, individually and collectively, to promptly refer all criticism, complaints, and suggestions concerning operations of the District, including matters relating to personnel and students, to the Superintendent for study, recommendation, or action as appropriate, and not to comment or take action on such matters except upon the recommendation of the Superintendent or upon the Superintendent's having been permitted sufficient opportunity to respond to the matter. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board, or duties assigned without official action of the Board, except as specifically set forth in the Board's Policy Manual.

SECTION 7. Legal Actions. If any legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties under this Contract or his position as Superintendent of Schools for the District, the Board shall provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

SECTION 8. Cancellation or Mid-Term Amendment. A majority of the Board members may cancel or amend this Contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this Contract; (c) the breach of any of the material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immoral conduct or conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties. The procedures for cancellation or amendment shall be in accordance with the statutes of the State of Nebraska.

SECTION 9. Physical and/or Mental Examination. At the direction of the Board, the Superintendent shall undergo a physical or mental examination by a licensed physician or psychologist chosen by the Board to determine whether the Superintendent can perform the essential functions of his position. The Superintendent may also choose a licensed physician or psychologist for a second opinion also to be presented to the Board. The Superintendent shall authorize the physician and/or psychologist to disclose to the Board his or her written determination whether the Superintendent can perform such essential functions. The cost of such examination(s) and report(s) shall be paid by the health insurance that the School District provides to the Superintendent, and any amount not so covered shall be paid by the School District.

SECTION 10. Transportation. The Board shall provide the Superintendent with a transportation allowance of \$7,500-per contract year.

SECTION 11. Professional Development/Civic and Professional Meetings. The Superintendent shall become a member of appropriate professional organizations and attend appropriate professional and civic meetings at the local, state and national levels; provided that such attendance does not interfere with the proper performance of his duties.

SECTION 12. Fringe Benefits. In addition to the compensation set forth in Section 2, the District shall provide the Superintendent with the fringe benefits set forth below.

- A. The expense of membership in the professional and civic organizations and attendance at their meetings pursuant to Section 11 when his membership and/or attendance has been authorized by the Board.
- B. In addition to the transportation allowance in Section 10, reimbursement at the state-approved rate for mileage incurred while driving his personal vehicle on District business to destinations beyond a distance of 30 miles.
- C. A tax-sheltered annuity plan in the amount of \$ -0-.
- D. A term life insurance policy with a face value of \$250,000.00.
- E. Health and dental insurance coverage for him and all members of his family who are eligible as dependents. The District pays 100% of the Single health premium and 93% of the family health premium. The District pays for single dental insurance coverage, the Superintendent may elect additional coverage for family dental at their own expense.
- F. A disability income insurance policy providing payment of 60% of his existing monthly income and 60% of the monthly health insurance premium as found in the standard specifications in the District's Disability Policy.
- G. Sick leave as described in the Administrator's Handbook.
- H. A maximum of 20 working days of vacation leave shall be granted each contract year, to be used in a manner and at times selected by the Superintendent; provided such use does not interfere with the proper performance of his duties. If all 20 days are not used in the year they are granted, the days may be accumulated and carried over into future years so long as maximum accumulation does not exceed 30 days. Once 30 days of vacation are accumulated, no additional days of vacation will be granted until existing vacation leave is less than thirty days, i.e., a portion of the accumulated vacation leave has been used.
- I. Except as otherwise provided in this Contract, the Superintendent shall receive all fringe benefits of employment which are granted to other certificated employees of the District.

SECTION 13. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

SECTION 14. Compensation upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Superintendent.

SECTION 15. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

SECTION 16. Amendments to be in Writing. This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

SECTION 17. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions.

SECTION 18. Evaluation. The Board will evaluate and assess the Superintendent's performance in writing twice during the first contract year and at least once per year in contract subsequent years. Upon completing each evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent's personnel file.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates set forth below.

Executed this _____ day of _____, 2025	Executed this 12 th day of May, 2025
Superintendent _____	Board of Education of Sarpy County School District 0027, a/k/a Papillion La Vista Community Schools By: _____ Attest: _____ President Secretary

Superintendent Pay Transparency Notice
Dr. Andrew Rikli
Superintendent Papillion La Vista Community Schools

Approval of the 2025-26 Superintendent's Contract is on the Papillion La Vista School Board Agenda for the May 12, 2025 meeting beginning at 6:00 p.m. at Papillion La Vista Community Schools Central Office in Papillion, Nebraska.

Years on Contract:

Following the 2025-26 school year, two years will remain on the contract. The salary for each of the following years will be set by mutual agreement between the Superintendent and the Board but will not be less than the annual salary of the preceding year.

Budget Impact Statement:

As required by law the proposed budget impact statement itemizes current and future costs for the Superintendent as is proposed in the 2025-26 contract.

Salary: \$273,947.31

**Cell phone stipend: \$1,080

Transportation Allowance: \$7,500

District's share of Retirement, FICA and Medicare: \$41,843.72

Insurances (Health, Dental, Life, Long Term Disability): \$18,237.82

Total salary and benefits package: \$341,528.86

*Travel allowance/reimbursement: \$6,000

*Association/Membership dues: \$4,000

Total Proposed Budget: \$352,608.85

*The amounts for travel and dues are based on the 2024-25 budgeted amounts, the 2025-26 budget has not been set but no change in amount is anticipated. The actual expenditure for the 2024-25 year was less than the budgeted amount.

**Included in Salary

Future Expenses if Superintendent were to Leave:

- **Payment for unused sick time.** Dr. Rikli receives 9 sick days and 4 personal days annually. His current leave balance is 128.79 days. 90 of those are eligible to be paid out at half the rate of a sub teacher. If none of these days were used, combined with his current balance, the amount he would receive at the end of the year for unused sick time, if he were to leave the school district, would be \$8,100.
- **Payment for unused vacation time.** Dr. Rikli receives 20 vacation days annually. His current vacation balance is 30 days. The maximum number of days that can be accrued is 30 days. The amount he would receive at the end of the year for 30 days of unused vacation time, if he were to leave the school district, would be \$31,484.40.