

Agenda for the Board of Education Meeting – May 12, 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. Recognition: PLSHS and PLHS State Champions for Journalism, PLSHS State Champions in Skills USA, and PLHS National Merit Scholar Finalists
  - B. Student Council: Thank You - PLHS: Nova Degbe & Maggie Novak  
PLSHS: McKinsey Lathrop & Abigail Bender
  - 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. Bills & Finance
    - 3. Out-of-State Travel
    - 4. Personnel
    - 5. Board Meeting Minutes of April 28, 2025
    - 6. ESU#3 2025/26 Drivers Education Contract
  - B. Administrative Salary 2025/26 (Goal #3)
  - C. Superintendent Salary 2025/26 (Goal #3)
  - D. 3<sup>rd</sup> 2023 Bond Installment (General Operations)
- IV. **Discussion/Information Items**
  - A. New Elementary School Boundary Discussion (General Operations)
  - B. Superintendent’s Year End Performance Goals Update (General Operations)
  - C. Policy 4000 – Personnel (General Operations)
  - D. Review of Policy 5000 – Students (General Operations)
- 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**

May 15, 2025	IDEAL Commencement @ 6:00pm - PLSHS
May 19, 2025	Papillion La Vista Foundation Board Meeting @ 6:00pm – Central Office
May 23, 2025	Last Day of School
May 26, 2025	Holiday, Office Closed
May 27, 2025	Staff Development Day
June 9, 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 representing (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>

**PAPILLION - LA VISTA SCHOOL DISTRICT  
BUILDING/CONSTRUCTION BILL LISTING  
MAY 2025**

<b>A&amp;D TECHNICAL SUPPLY CO</b>	<b>\$1,760.65</b>
<b>B&amp;H PHOTO &amp; ELECTRONICS CORP</b>	<b>\$5,999.99</b>
<b>BCDM</b>	<b>\$65,365.44</b>
<b>BOCKMANN INC</b>	<b>\$41,287.34</b>
<b>BOYD JONES CONSTRUCTION</b>	<b>\$2,611,288.33</b>
<b>CBS CONSTRUCTORS</b>	<b>\$47,800.00</b>
<b>EVELYN DEWITT ELECTRICAL INC</b>	<b>\$42,917.10</b>
<b>FACILITY ADVOCATES</b>	<b>\$233,125.00</b>
<b>JARDINE QUALITY IRRIGATION INC</b>	<b>\$6,750.00</b>
<b>JTW OMAHA MOVERS</b>	<b>\$2,299.00</b>
<b>LAMP RYNEARSON &amp; ASSOC</b>	<b>\$9,250.00</b>
<b>MCGRATH RENT CORP</b>	<b>\$13,795.00</b>
<b>NEBRASKA FURNITURE MART</b>	<b>\$219.00</b>
<b>SAMPSON CONSTRUCTION</b>	<b>\$ 1,500,099.93</b>
<b>TERACON CONSULTANTS</b>	<b>\$ 5,887.75</b>
<b>THIELE GEOTECH INC</b>	<b>\$ 1,645.00</b>
<b>TJ CABLE &amp; UNDERGROUND SVCS LLC</b>	<b>\$ 3,080.00</b>
<b>VAN WINKLE CONSTRUCTION SVCS</b>	<b>\$ 50,411.25</b>
	<b>\$4,642,980.78</b>

**PAPILLION-LA VISTA SCHOOL DISTRICT #27**  
**DISBURSEMENT REPORT**  
**APRIL 2025**

**PAYROLL**

Net Payroll Expense	\$ 5,642,621.80
P/R Taxes	\$ 1,966,769.32
Retirement ACH	\$ 1,493,667.16
HSA Transfer	\$ 38,207.41
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Payroll Expenses	\$ 9,141,265.69

**ACCOUNTS PAYABLE**

Vendor Checks	\$ 5,746,228.93
Mileage/Reimbursements paid to Staff	\$ 10,972.30
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Total Accounts Payable Checks	\$ 5,757,201.23

<b>TOTAL GENERAL FUND</b>	<b>\$ 14,898,466.92</b>
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**RETURN TO AGENDA**

4/30/2025 ZOBAYDA ESPINOZA	\$24.36
4/30/2025 WOODBURN PRESS	\$356.92
4/30/2025 WOLSELEY INVESTMENTS INC	\$115.35
4/30/2025 WHOLESALE HEATING & COOLING SUPPLY	\$112.19
4/30/2025 WEST OMAHA WINSUPPLY CO.	\$8,272.74
4/30/2025 WEST MUSIC CO., INC	\$235.23
4/30/2025 WAYSIDE PUBLISHING	\$21,533.97
4/30/2025 VPU FAYETTEVILLE LLC	\$9,369.22
4/30/2025 VOSS ELECTRIC CO.	\$429.40
4/30/2025 VIRCO INC	\$4,274.60
4/30/2025 VERNE SIMMONDS COMPANY INC	\$2,678.00
4/30/2025 VALIDATE ME!	\$675.00
4/30/2025 US OMNI & TSACG COMPLIANCE SVCS INC	\$225.72
4/30/2025 UNIVERSITY OF NEBRASKA-LINCOLN	\$235.00
4/30/2025 UNIV OF NE MEDICAL CENTER	\$4,854.72
4/30/2025 UNITED SEATING AND MOBILITY, LLC	\$171.38
4/30/2025 ULINE INC	\$1,061.58
4/30/2025 THE TROPHY GUY INC.	\$18.00
4/30/2025 THE STEPPING STONES GROUP LLC	\$15,244.42
4/30/2025 THE PROPHET CORPORATION	\$1,782.22
4/30/2025 TARIN COLLINS	\$206.36
4/30/2025 TALX UCM SERVICES INC	\$535.85
4/30/2025 STERLING COMPUTERS CORPORATION	\$30,315.00
4/30/2025 SPORTS FACILITY MAINTENANCE, LLC	\$19,653.00
4/30/2025 SPECTRUM PAINT NORTH LLC	\$128.82
4/30/2025 SITEONE LANDSCAPE SUPPLY HOLDING LL	\$13,198.00
4/30/2025 SHERWIN WILLIAMS	\$37.81
4/30/2025 SGH REDGLAZE HOLDINGS INC	\$8,600.00
4/30/2025 SCOTT A THORNTON	\$3,457.00
4/30/2025 SCHOOL SOCIAL WORK ASSOC. OF NE	\$50.00
4/30/2025 SCHOLASTIC, INC.	\$371.42
4/30/2025 SARPY COUNTY TIMES	\$139.99
4/30/2025 SARPY COUNTY JUVENILE	\$222.90
4/30/2025 REMEDY ROAD LLC	\$6,933.96
4/30/2025 RAY MARTIN COMPANY OF OMAHA	\$2,465.36
4/30/2025 RAISING CANE'S RESTAURANTS, LLC	\$184.39
4/30/2025 RAINBOW GLASS AND SUPPLY INC	\$1,943.74
4/30/2025 QUALITY AUTO REPAIR AND TOWING INC	\$167.20
4/30/2025 PRIME HOME DDS, INC	\$16,089.53
4/30/2025 POPCO INC.	\$70.00
4/30/2025 PITNEY BOWES BANK INC	\$3,300.00
4/30/2025 PAPIO TRANSPORT SCHOOL SERVICE INC	\$51,960.00
4/30/2025 ONE SOURCE THE BACKGROUND CHECK CO	\$2,979.05
4/30/2025 OFFICE DEPOT INC	\$4,992.63
4/30/2025 OCCUPATIONAL HEALTH CENTERS OF NE	\$396.00
4/30/2025 O'REILLY AUTOMOTIVE STORES, INC.	\$387.78
4/30/2025 NOEL ADJE	\$131.04

4/30/2025 NEBRASKA TURF PRODUCTS	\$2,658.70
4/30/2025 NEBRASKA STATE FIRE MARSHAL	\$486.00
4/30/2025 NEBRASKA METHODISTHEALTH SYSTEM INC	\$2,772.00
4/30/2025 NE DEPT ADMINISTRATIVE SERVICES	\$68.26
4/30/2025 NE COUNCIL OF SCHOOL ADMINISTRATORS	\$75.00
4/30/2025 NASB ALICAP	\$1,942.36
4/30/2025 MOBILITY ENTERPRISES, INC	\$9,928.31
4/30/2025 MICROFILM IMAGING SYSTEM, INC	\$7,508.20
4/30/2025 METRO LANDSCAPE MATERIALS	\$88.00
4/30/2025 MENARDS - RALSTON	\$1,059.74
4/30/2025 MENARD INC	\$537.70
4/30/2025 Meireles, Ana Gloria	\$60.50
4/30/2025 MECHANICAL, INC	\$20,647.61
4/30/2025 MECHANICAL SALES PARTS INC	\$5,890.84
4/30/2025 MECHANICAL SALES INC	\$1,191.00
4/30/2025 MCGRAW-HILL EDUCATION, INC	\$35,367.12
4/30/2025 MAXIM HEALTHCARE SERVICES HOLDINGS, INC	\$11,130.85
4/30/2025 MAX ABILITY THERAPY SERVICES	\$649.85
4/30/2025 MATHESON TRI-GAS INC	\$393.23
4/30/2025 MARTHA L PINTO	\$6,248.90
4/30/2025 Macmillan Holdings LLC - MPS	\$39,282.08
4/30/2025 LOWES HOME CENTERS INCORPORATED	\$1,031.18
4/30/2025 LOGO LOGIX EMBROIDERY & SCREEN PRIN	\$982.00
4/30/2025 LIFEGUARD MD, INC	\$619.00
4/30/2025 LEE BHM CORP	\$132.08
4/30/2025 LANGUAGE LINE SERVICES INC	\$211.92
4/30/2025 Language Dynamics Group LLC	\$479.87
4/30/2025 LABEL LABORATORY, INC	\$550.26
4/30/2025 Kidz Stuff LLC	\$1,558.44
4/30/2025 Kelley, Deborah A	\$15,950.00
4/30/2025 KBC, INC.	\$11,441.47
4/30/2025 JOSTENS INC	\$167.80
4/30/2025 JOSEY THOMAS AARON	\$80.00
4/30/2025 JOHNSON HARDWARE COMPANY LLC	\$230.35
4/30/2025 JOHNSON DRYWALL COMPANY INC	\$280.00
4/30/2025 JM HOSPITALITY	\$289.90
4/30/2025 JENYFER GONZALEZ	\$138.60
4/30/2025 J&R DOOR	\$90.00
4/30/2025 J W PEPPER & SON INC	\$157.98
4/30/2025 J & L SERVICES	\$250.00
4/30/2025 INTERMOUNTAIN WOOD PRODUCTS	\$1,107.52
4/30/2025 INTERMOUNTAIN LOCK AND SECURITY SUPPLY	\$1,071.27
4/30/2025 INSECT LORE PRODUCTS, INC.	\$468.93
4/30/2025 IMPERIAL ROOF SYSTEMS COMPANY	\$4,960.90
4/30/2025 IDN H HOFFMAN INC	\$301.83
4/30/2025 HOUSE ENTERPRISES INC	\$2,234.85
4/30/2025 HILLYARD INC	\$481.98

4/30/2025 HEARTLAND FOUNDATION	\$13,980.00
4/30/2025 GREENWOOD PUBLISHING GROUP INC	\$98.83
4/30/2025 GOODWILL INDUSTRIES, INC.	\$1,000.00
4/30/2025 FIRST WIRELESS, INC	\$1,152.80
4/30/2025 FIRST STUDENT	\$33,006.00
4/30/2025 FILTER SHOP	\$11,220.18
4/30/2025 FASTSIGNS	\$148.32
4/30/2025 EYMAN PLUMBING	\$972.50
4/30/2025 EPS LEARNING	\$54,147.19
4/30/2025 EMILY LUKE	\$3,170.86
4/30/2025 ELECTRONIC SOUND INC	\$250.00
4/30/2025 ELECTRO-MEDICAL EQUIPMENT INC	\$1,450.00
4/30/2025 EGAN SUPPLY COMPANY	\$37,847.69
4/30/2025 EDUCATIONAL SERVICE UNIT #6	\$450.00
4/30/2025 EDUCATIONAL SERVICE UNIT #3	\$73,011.93
4/30/2025 ECHO GROUP INC	\$913.91
4/30/2025 Eagle Eye Digital Video, LLC	\$180.10
4/30/2025 DIGITAL ASSETS LLC	\$980.00
4/30/2025 D.M.G INC.	\$1,327.22
4/30/2025 CURZON PROMOTIONAL GRAPHICS	\$550.00
4/30/2025 CROUCH RECREATION DESIGN INC	\$8,812.00
4/30/2025 CRISIS PREVENTION INSTITUTE INC	\$200.00
4/30/2025 CONTROL SERVICES INC	\$482.75
4/30/2025 CONTROL DEPOT INC	\$629.85
4/30/2025 CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$295.90
4/30/2025 Conserve Flag Company	\$993.90
4/30/2025 COLUMN SOFTWARE PBC	\$248.71
4/30/2025 CITY OF LA VISTA	\$31,562.92
4/30/2025 CHURCHICH RECREATION EQUIPMENT, LLC	\$1,267.98
4/30/2025 CERRIS SYSTEMS NORTH CENTRAL, INC.	\$7,639.75
4/30/2025 CDW GOVERNMENT INC	\$37,296.00
4/30/2025 CATALYST PUBLIC AFFAIRS, INC	\$3,250.00
4/30/2025 CAMELOT TRANSPORTATION INC	\$26,010.00
4/30/2025 BARTON SOLVENTS INCORPORATED	\$1,568.92
4/30/2025 BARNES NOBLE BOOKSELLERS, INC	\$720.00
4/30/2025 BADGER BODY TRUCK EQUIPMENT CO	\$13,187.00
4/30/2025 B&H PHOTO & ELECTRONICS CORP	\$68.26
4/30/2025 ATHLETICO EXCEL NEBRASKA LLC	\$720.00
4/30/2025 ART WEARS LINCOLN INC	\$2,823.95
4/30/2025 AMERICAN EAGLE CO, INC.	\$43.99
4/30/2025 AFP CORP.	\$5,582.03
4/30/2025 ADVENTURE ENTERPRISES LLC	\$2,095.00
4/30/2025 ACTUAL TACTUALS ROBERTA BECKER	\$489.95
4/30/2025 ACTION BATTERIES	\$383.28
4/30/2025 ACCESS TECHNOLOGIES INC - IA	\$26,101.88
4/30/2025 ABANTE LLC	\$393.40
4/30/2025 A 1 UNITED HEATING AND AC INC	\$10,490.30

4/30/2025	360 COMMUNITY SERVICES	\$50,569.39
4/30/2025	STEVE WEISS	\$2,904.80
4/30/2025	OHIO STATE UNIVERSITY	\$1,370.00
4/30/2025	OFFICE DEPOT INC	\$131.44
4/30/2025	KIRN MIDDLE SCHOOL	\$175.00
4/30/2025	CINTAS CORPORATION NO. 2	\$46.86
4/30/2025	B&H PHOTO & ELECTRONICS CORP	\$810.48
4/30/2025	AMAZON CAPITAL SERVICES	\$18,925.30
4/30/2025	Alegent Creighton Health	\$240.00
4/30/2025	WOLSELEY INVESTMENTS INC	\$70.05
4/30/2025	WAYSIDE PUBLISHING	\$6,265.99
4/30/2025	ULINE INC	\$20.60
4/30/2025	T-MOBILE USA, INC	\$1,042.41
4/30/2025	S & S SALES CORPORATION	\$115.15
4/30/2025	RSP & ASSOCIATES LLC	\$30,500.00
4/30/2025	PATRICIA M KUSEK	\$120.00
4/30/2025	MATTHEW MCNIFF	\$3,500.00
4/30/2025	MATHESON TRI-GAS INC	\$48.00
4/30/2025	JOHNSON DRYWALL COMPANY INC	\$280.00
4/30/2025	J J KELLER & ASSOCIATES INC	\$5,133.94
4/30/2025	HILLYARD INC	\$575.68
4/30/2025	HAMEVE ENTERPRISES INC	\$99.98
4/30/2025	GIFF PROPERTY SERVICES INC	\$2,800.00
4/30/2025	EVELYN DEWITT ELECTRICAL, INC.	\$717.00
4/30/2025	EDUCATIONAL SERVICE UNIT #2	\$28,670.27
4/30/2025	CONSOLIDATED ELEC DISTRIBUTORS INC 3E	\$215.91
4/30/2025	CAMP KITAKI	\$387.00
4/30/2025	APPLE INC.	\$17,690.95
4/30/2025	ACTIVIE INTERNET TECHNOLOGIES LLC	\$600.00
4/30/2025	AMAZON CAPITAL SERVICES	\$2,797.63
4/30/2025	ZEPPELIN ALLEN WINDELS	\$19.25
4/30/2025	TAMARA HALL	\$51.10
4/30/2025	SYSCO LINCOLN	\$7,443.66
4/30/2025	State of Nebraska Dept of Health	\$2,291.00
4/30/2025	RYAN CHOQUETTE	\$113.90
4/30/2025	ROTELLAS ITALIAN BAKERY INC	\$6,660.79
4/30/2025	ROBERT KITTA	\$98.60
4/30/2025	ROBERT BRUCE	\$248.90
4/30/2025	REGINA EPPERSON	\$120.00
4/30/2025	PT INTERMEDIATE HOLDINGS IV, LLC	\$695.65
4/30/2025	PLATTE COUNTY PIZZA HUT INC	\$15,879.75
4/30/2025	PERFORMANCE FOOD GROUP INC	\$105,892.61
4/30/2025	OMAHA COMPOUND COMPANY	\$11,193.75
4/30/2025	NEBRASKA STAR BEEF CO LLC	\$5,097.60
4/30/2025	MILTON CARBALLO	\$93.35
4/30/2025	MICHELLE JACKSON	\$66.80
4/30/2025	MATTHEW DAVIS	\$87.50

4/30/2025	LINEAGE LOGISTICS HOLDINGS LLC	\$311.92
4/30/2025	KIMBERLY HILLWORTH	\$18.10
4/30/2025	JULIE TRUMMER	\$12.20
4/30/2025	JON-PAUL STEENBAKKERS	\$102.05
4/30/2025	JOHN MCMULLAN	\$65.50
4/30/2025	JESSE TEMPLE	\$185.35
4/30/2025	HUGH DAVIS	\$79.60
4/30/2025	HILAND DAIRY FOODS COMPANY, LLC	\$37,160.21
4/30/2025	HATCHER MOBILE SERVICES LLC	\$90.56
4/30/2025	GREENBERG FRUIT COMPANY	\$39,996.55
4/30/2025	GREATER OMAHA REFRIGERATION	\$11,564.56
4/30/2025	GERALD MCNERNEY	\$32.10
4/30/2025	FILIBERTO ROBLES	\$17.50
4/30/2025	EYMAN PLUMBING	\$422.50
4/30/2025	EGAN SUPPLY COMPANY	\$436.04
4/30/2025	EDUARDO SILVA	\$48.85
4/30/2025	ECOLAB	\$3,165.48
4/30/2025	DEANN JENSEN	\$50.80
4/30/2025	DAVID BAHL	\$103.20
4/30/2025	CULLIGAN OF OMAHA	\$3,707.00
4/30/2025	CONEL INC	\$797.00
4/30/2025	CHRISTOPHER SPARKS	\$51.30
4/30/2025	CHESTERMAN COMPANY	\$10,679.85
4/30/2025	CHERYL WALLACE	\$78.90
4/30/2025	BULLER FIXTURE COMPANY	\$2,108.00
4/30/2025	BRITTANI HOCHSTEIN	\$29.40
4/30/2025	BRANDON STROTHKAMP	\$76.15
4/30/2025	BRAD WIGNALL	\$126.30
4/30/2025	ANTHONY CLICK	\$171.50
4/30/2025	ACADEMY OF NUTRITION AND DIETETICS	\$509.00
4/29/2025	WOODRIVER ENERGY, LLC	\$73,674.53
4/28/2025	SPARTAN STORES LLC	\$256.28
4/28/2025	FIRST STUDENT	\$1,739.65
4/28/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$393.27
4/25/2025	PINNACLE BANK - VISA	\$187.59
4/25/2025	PINNACLE BANK - VISA	\$149.18
4/25/2025	PINNACLE BANK - VISA	\$19,050.04
4/25/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$3,083.95
4/25/2025	FIRST STUDENT	\$1,715.00
4/25/2025	SAM'S CLUB / SYNCHRONY BANK	\$897.43
4/25/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$694.69
4/25/2025	DIETZE MUSIC INC	\$2,638.16
4/25/2025	B&H PHOTO & ELECTRONICS CORP	\$944.75
4/25/2025	BARTON SOLVENTS INCORPORATED	\$463.10
4/25/2025	FIRST STUDENT	\$96,214.01
4/25/2025	HOUGHTON MIFFLIN HARCOURT COMPANY	\$4,200.00
4/25/2025	J W PEPPER & SON INC	\$270.18



4/25/2025 METROPOLITAN UTILITIES DISTRICT	\$5,734.95
4/25/2025 MICHAEL COGLAN	\$175.00
4/25/2025 NEBRASKA ASSOCIATION OF SCHOOL	\$750.00
4/25/2025 NEBRASKA EDUCATORS RISING	\$315.00
4/25/2025 OCCUPATIONAL HEALTH CENTERS OF NE	\$513.00
4/25/2025 PAPILLION TIRE INC	\$2,398.92
4/25/2025 STERICYCLE, INC	\$1,926.24
4/25/2025 UNITED PARCEL SERVICE INC.	\$117.66
4/25/2025 WESTLAKE HARDWARE INC	\$109.29
4/22/2025 SAM'S CLUB / SYNCHRONY BANK	\$933.46
4/17/2025 PINNACLE BANK - VISA	\$8,890.63
4/17/2025 UNITED PARCEL SERVICE INC.	\$122.14
4/17/2025 TOYS FOR SPECIAL CHILDREN INC	\$424.90
4/17/2025 SUBURBAN NEWSPAPERS	\$528.32
4/17/2025 SARAH SMITH	\$180.00
4/17/2025 REGION II PRINCIPALS	\$30.00
4/17/2025 MICHELLE NOAH	\$1,500.00
4/17/2025 LA VISTA OFFICE - ARMOR STORAGE	\$250.00
4/17/2025 IDN H HOFFMAN INC	\$82.94
4/17/2025 HOPE COLLABORATIVE	\$261.62
4/17/2025 DIGITAL DOT SYSTEMS INCORPORATED	\$140.00
4/17/2025 CURZON PROMOTIONAL GRAPHICS	\$1,200.00
4/17/2025 Cathleen A Alm	\$146.00
4/17/2025 BOARD OF REGENTS OF THE UNIV OF NEBRASKA	\$628.00
4/17/2025 BELLEVUE PUBLIC SCHOOLS	\$80.25
4/17/2025 ACCESS TECHNOLOGIES INC - MN	\$10,716.27
4/17/2025 ACCESS TECHNOLOGIES INC - IA	\$11,468.89
4/17/2025 MADISON NATIONAL LIFE	\$33,057.09
4/17/2025 BLUE CROSS BLUE SHIELD OF NE	\$1,796,466.06
4/17/2025 AMERITAS LIFE INSURANCE CORP	\$13,255.04
4/11/2025 DARRIN MICHAEL PAPPARD	\$9,000.00
4/11/2025 WM CORPORATE SERVICES, INC	\$11.66
4/11/2025 WESTLAKE HARDWARE INC	\$60.14
4/11/2025 VEX ROBOTICS INC	\$1,722.10
4/11/2025 US BANK NATIONAL ASSOCIATION	\$1,050.00
4/11/2025 UNITED PARCEL SERVICE INC.	\$83.33
4/11/2025 PICKATIME	\$95.00
4/11/2025 PAPILLION SANITATION	\$25,602.55
4/11/2025 OMAHA PUBLIC POWER DISTRICT	\$174,641.89
4/11/2025 MID-WEST WHOLESALE HARDWARE CO	\$69.95
4/11/2025 LOGAN FONTENELLE MIDDLE SCHOOL	\$91.00
4/11/2025 JOHNSON HARDWARE COMPANY LLC	\$378.10
4/11/2025 SPARTAN STORES LLC	\$310.71
4/10/2025 FOLLETT CORPORATION	\$16,401.98
4/10/2025 Cathleen A Alm	\$146.00
4/10/2025 CITY OF LA VISTA	\$525.00
4/10/2025 PAPILLION LAVISTA SOUTH HIGH SCHOOL	\$37,500.00

4/10/2025 THE STEPPING STONES GROUP LLC	\$19,762.64
4/10/2025 OFFICE DEPOT INC	\$3,610.37
4/10/2025 ODP BUSINESS SOLUTIONS LLC	\$59.75
4/10/2025 J W PEPPER & SON INC	\$29.70
4/10/2025 BRIAN PLESKACH	\$23.20
4/10/2025 COLUMN SOFTWARE PBC	\$223.07
4/10/2025 UNITED PARCEL SERVICE INC.	\$36.00
4/10/2025 Charron, Cole Andrew	\$108.64
4/10/2025 AMAZON CAPITAL SERVICES	\$26.59
4/10/2025 AMAZON CAPITAL SERVICES	\$13,049.63
4/10/2025 AMERITAS LIFE INSURANCE CORP	\$13,095.36
4/10/2025 MATHESON TRI-GAS INC	\$223.99
4/1/2025 MATHESON TRI-GAS INC	\$690.44
4/15/2025 Velocity Investments LLC	\$234.51
4/15/2025 UNITED WAY OF THE MIDLANDS	\$233.34
4/15/2025 TSA CONSULTING GROUP-REMITTANCE	\$53,318.02
4/15/2025 SEIU LOCAL 226 DUES	\$1,666.53
4/15/2025 Revco Solutions, Inc-Sarpy Cty	\$1,004.31
4/15/2025 REVCO SOLUTIONS INC	\$568.61
4/15/2025 Rehabilitation Specialists	\$353.52
4/15/2025 PINNACLE BANK	\$42,405.09
4/15/2025 PAPILLION-LAVISTA FOUNDATION	\$3,848.42
4/15/2025 PAPILLION LA VISTA COMMUNITY SCHOOL	\$29.00
4/15/2025 Nebraska Department of Revenue	\$1,019.77
4/15/2025 NCSPC-WEB	\$1,957.00
4/15/2025 MIDLAND FUNDING LLC	\$43.44
4/15/2025 MASTER BLASTER INC	\$1,003.01
4/15/2025 CREDIT MANAGEMENT SERVICES-SARPY	\$210.32
4/15/2025 CLEAR RECOVERY INC-SARPY CTY	\$185.07
4/15/2025 California State Disbursement Unit	\$721.75
4/15/2025 ASSURITY LIFE INSURANCE COMPANY	\$154.33
4/15/2025 AFLAC	\$631.82
4/4/2025 PURELAND SUPPLY LLC	\$640.38
4/4/2025 PINNACLE BANK - VISA	\$8,634.87
4/4/2025 MOBILITY ENTERPRISES, INC	\$472.11
4/4/2025 DIGITAL DOT SYSTEMS INCORPORATED	\$45.00
4/4/2025 BLUE CROSS BLUE SHIELD OF NE	\$1,809,797.07
4/3/2025 Wausau Tile Inc.	\$170.97
4/3/2025 VALIDATE ME!	\$225.00
4/3/2025 UNITED PARCEL SERVICE INC.	\$46.00
4/3/2025 TRUFFLE TRUFFLE, INC	\$110.00
4/3/2025 T-MOBILE USA, INC	\$347.47
4/3/2025 SYSCO LINCOLN	\$1,778.45
4/3/2025 STERICYCLE, INC	\$297.71
4/3/2025 ROTELLAS ITALIAN BAKERY INC	\$1,286.44
4/3/2025 REGION II PRINCIPALS	\$60.00
4/3/2025 PLATTE COUNTY PIZZA HUT INC	\$2,247.50

4/3/2025 PERFORMANCE FOOD GROUP INC	\$26,275.70
4/3/2025 PAPILLION SANITATION	\$4,581.71
4/3/2025 ONE SOURCE THE BACKGROUND CHECK CO	\$1,725.45
4/3/2025 ONE CALL CONCEPTS INC	\$22.96
4/3/2025 NEBRASKA METHODISTHEALTH SYSTEM INC	\$3,024.00
4/3/2025 LOWES HOME CENTERS INCORPORATED	\$495.46
4/3/2025 LAKESHORE LEARNING MATERIALS	\$36.98
4/3/2025 KSB SCHOOL LAW PC LLC	\$14,983.97
4/3/2025 KANEEN SMYER	\$33.60
4/3/2025 HUJO PROPERTIES LLC	\$170.00
4/3/2025 HILAND DAIRY FOODS COMPANY, LLC	\$10,786.12
4/3/2025 HATCHER MOBILE SERVICES LLC	\$2,825.90
4/3/2025 GREENBERG FRUIT COMPANY	\$13,533.21
4/3/2025 GENERAL PARTS LLC	\$1,672.34
4/3/2025 EGAN SUPPLY COMPANY	\$557.02
4/3/2025 CITY OF PAPILLION - BUILDING DEPARTMENT	\$10,716.05
4/3/2025 CHESTERMAN COMPANY	\$980.00
4/3/2025 AWARDS UNLIMITED INC	\$89.37
4/3/2025 ATHLETICO EXCEL NEBRASKA LLC	\$540.00
4/3/2025 APPLE INC.	\$238.00
4/3/2025 ALYSSA MCNURLIN	\$1,115.00
4/1/2025 JOHN COMSTOCK	\$345.00

\$5,746,228.93

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

<b>BEGINNING G/L BALANCE AS OF 3/1/2025</b>		16,458,360.11
<b>REVENUE:</b>		
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
<b>DISBURSEMENTS:</b>		
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
<b>ENDING BALANCE AS OF 03/31/25</b>		13,834,960.84

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Treasurer

**RETURN TO AGENDA**

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27**  
**BOND FUND FINANCIAL STATEMENT**  
**04/30/25**

**BOND FUND #3**

Balance 4/1/2025 \$ 7,173.50

**REVENUE:**

Sarpy County Property Tax	0.75	
Interest	23.94	
Deposit	0.00	
Internal Transfer		
<b>TOTAL REVENUE</b>		<b>\$ 24.69</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 4/30/2025 \$ 7,198.19

**BOND FUND #4**

Balance 4/1/2025 \$2,650,245.28

**REVENUE:**

Sarpy County Property Tax	1,309,961.93	
Interest	11,175.57	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 1,321,137.50</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 4/30/2025 \$ 3,971,382.78

**BOND FUND #5**

Balance 4/1/2025 \$2,373,390.26

**REVENUE:**

Sarpy County Property Tax	1,458,224.45	
Interest	10,515.82	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 1,468,740.27</b>

**DISBURSEMENTS:**

Principal/ Interest Payments	0.00
Internal Transfer	0.00

<b>TOTAL DISBURSEMENTS</b>	<b>\$0.00</b>
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<b>ENDING BALANCE THRU 4/30/2025</b>	<b>\$3,842,130.53</b>
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**BOND FUND #6**

<b>Balance 4/1/2025</b>	<b>\$1,165,322.67</b>
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**REVENUE:**

Sarpy County Property Tax	3,915,583.79
Interest	10,860.83
Internal Transfer from bond 7	0.00
Deposit	0.00

<b>TOTAL REVENUE</b>	<b>\$ 3,926,444.62</b>
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**DISBURSEMENTS:**

Principal/ Interest Payments	0.00
Internal Transfer	0.00

<b>TOTAL DISBURSEMENTS</b>	<b>\$0.00</b>
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<b>ENDING BALANCE THRU 4/30/2025</b>	<b>\$5,091,767.29</b>
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**BOND FUND #7**

<b>Balance 4/1/2025</b>	<b>\$2,925,477.25</b>
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**REVENUE:**

Sarpy County Property Tax	0.00
Interest	9,761.24
Internal Transfer	
Deposit	

<b>TOTAL REVENUE</b>	<b>\$ 9,761.24</b>
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**DISBURSEMENTS:**

Principal/ Interest Payments	0.00
Internal Transfer to Bond 6	0.00

<b>TOTAL DISBURSEMENTS</b>	<b>\$0.00</b>
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<b>ENDING BALANCE THRU 4/30/2025</b>	<b>\$2,935,238.49</b>
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**RETURN TO AGENDA**

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Treasurer

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

**BUILDING FUND**

<b>Beginning Balance 4/01/2025</b>		2,986,192.88
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**Receipts:**

Tax Revenue - Sarpy County/LC	437,980.28
Interest	8,208.07
Internal Transfer	0.00
Misc. Deposits - NDE Deposit	0.00
	-----
	446,188.35

**Disbursements:**

A/P Checks	324,782.00
Internal Transfer	0.00
	-----
	324,782.00

<b>Ending Balance 4-30-25 Per G/L</b>		3,107,599.23
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**CONSTRUCTION FUND**

<b>Beginning Balance 4/01/2025</b>		22850316.17
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**Receipts:**

Tax Revenue - Sarpy County/LC	0.00
Interest	58,177.79
Bond Refunding/Misc. Receipts	0.00
Internal Transfer from gen fund	0.00
	-----
	58,177.79

**Disbursements:**

A/P Checks	2,146,470.50
Internal Transfers To Gen Fund	0.00
Investing Fees	0.00
Transfer to Five Points	5,000,000.00
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	7,146,470.50

<b>Ending Balance 4-30-25 Per G/L</b>		15,762,023.46
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Treasurer

**RETURN TO AGENDA**

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27**  
**MONTHLY STAFF TRAVEL REQUEST**  
**BOARD OF EDUCATION**  
**May 12, 2025**

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Taylor Janssen	June 23-26, 2025 Olathe, KS	AP U.S. History @ Midwest Premier APSI	\$1,514.00 (D)	\$0.00
Jason Ryan	June 11-12, 2025 Kansas City, MO	Coaching Effect Summit	\$1,178.38 (D)	\$0.00
Christopher Villarreal, Chantelle Green, Will Beard	July 19-23, 2025 Washington D.C.	2025 NSPRA National Seminar	\$7,521.00 (D)	\$0.00
<b>OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF</b> Estimated General Fund Expenditures				
Scott Dugdale, Brian Johnson, Jaxon Roberts, Anne Smith, 10 Chaperones & 200 Students	March 14-18, 2026 Chicago, IL	Papillion La Vista South Choir Trip	\$0.00	\$0.00
Will Pope, Matt Imig & 10 Students	June 12, 2025 Sioux City, IA	Morningside Day Camp	\$628.00 (A)	\$0.00
Will Pope, Matt Imig & 10 Students	June 20-21, 2025 Kansas City, KS	Midwest Showcase	\$863.40 (A)	\$0.00
Joe Pilakowski, Shawn Gray, Garret O'Dell & 14 Students	September 5, 2025 Sioux Falls, SD	Twilight XC Meet	\$1,108.80 (A)	\$540.00
Dale Walker, Sean McLaughlin, Dan McLaughlin, Gene Suhr, Bryce Sheard, Alex Kowolski, Tim Cawthorne, Josh Kage & 35 Students	June 16-18, 2025 Brookings, SD	SDSU Football Team Camp	\$1,613.80 (A)	\$0.00
Tim Keller & 3 Students	June 13, 2025 Ames, IA	Cyclone Marching Academy	\$252.00 (A)	\$0.00
Tim Keller, Matthew Morgan & 14 Students	July 9, 2025 Ankeny, IA	DCI Drum Corp Show	\$434.00 (A)	\$0.00

Expenses are estimated until travel is completed and bills submitted.

**Return to**

**Agenda**

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



**PAPILLION LA VISTA COMMUNITY SCHOOLS #27  
PERSONNEL ACTIONS  
BOARD OF EDUCATION  
May 12, 2025**

**Resignations**

Collin Mangus

Social Studies

Liberty Middle School

**New Contracts**

Erin Dromgoole

2nd Grade

Parkview Heights

Erin received her Bachelors from California State University in May 2021. She is currently a Substitute Teacher with PLCS. Erin was previously a 2nd Grade Teacher at Yulee Primary School in Florida.

Dawn Tedmon

Special Education

TBD

Dawn received her Masters from Chadron State College in June 2023. She is currently a Preschool Teacher at Palmer Public Schools.

Emily Mangano

4th Grade

Golden Hills

Emily received her Bachelors from the University of Nebraska Omaha in May 2024. She is currently a Substitute Teacher with PLCS. She was previously an Assistant Site Director at PLCS Foundation. Emily is a graduate of Papillion La Vista South High School and did her student teaching at Anderson Grove Elementary.

Zach Covington

Skills & Technical Sciences

Papillion La Vista High School

Zach will receive his Bachelors from Wayne State College in May 2025. He is currently working as a Full Time Floater Substitute with PLCS as a Skills and Technical Sciences Teacher for the spring semester as part of his program with Wayne State College. Zach is a graduate of Papillion La Vista High School and was in Education Academy.

**PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27**  
**Board of Education Proceedings**  
**April 28, 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, April 28, 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 23, 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: Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler, Ms. SuAnn Witt, Mr. Brian Lodes, and Ms. Lisa Wood. There were no comments from the Board or audience.

Military Advisory

Colonel Patrick Kolesiak shared the monthly Offutt Air Force Base updates. Col Kolesiak thanked the PLC Schools, Administration, the Board of Education, and Dr. Rikli for their participation in the Purple Star program. The month of April the base celebrated the Military Child event. On April 10 Governor Pillen signed the Military Proclamation for the Military Child Campaign. The Combat Readiness inspection that was completed received the highest rating that could be received.

Presentation

Title 1 Array principals, Jamie Boyer, Seth Hiveley, Randy Guthmiller, Ami Nichols, Jen Noble, and teachers Kelsee Hollenbeck, Natalee Dian, Katy Moone, and Jenne Yule shared the practices of inclusiveness in each of the schools. This year, they introduced or expanded UNIFIED Sports, enhanced inclusion activities, and celebrated specific inclusion days in the Title I schools to promote acceptance and awareness. The teachers also shared their platform on co-teaching models and demonstrated how collaborative instruction supports diverse learners and inclusive classrooms.

Superintendent's Report

Dr. Rikli provided a report on the 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 shared the end of the school year is coming up fast with lots of Senior and year end events taking place. The Years of Service and Retirement celebration was held on April 23 with over 200 attendees. The Community Closet hosted the last event of the year on April 26 at La Vista Middle School. There were over 119 families served with over 7,400 items being donated.

The district hosted three boundary forums for the new elementary school that will open in the fall of 2026. At the May 12 board meeting the Board will receive a presentation on the data that was collected during these forums.

Dr. Rikli attended several Purple Star ceremonies during the month of April.

Dr. Rikli held the last Student Advisory meeting April 18 at PLHS. He shared the Seniors words of wisdom that were given to the lower classmates.

Mr. Jeff Spilker, Principal at PLSHS, was awarded Region 2 Principal of the Year.

#### Board Member Reports

Mr. Bailey attended the PLHS senior scholarship breakfast and several schools to award teacher grants.

Ms. Wood attended the NASB Legislative Advocacy event in Lincoln. Ms. Wood also attended the TeamMates luncheon and the Years of Service and Retirement celebration.

Ms. Witt also attended the Years of Service and Retirement. Ms. Witt expressed her appreciation for all the Administrative Assistants and the work they do. She also attended all three boundary forums.

#### 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 not met.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee had not met.

#### Action Items – Monthly Business

A motion was made by Mr. Madler and seconded by Mr. Bailey to approve the Action by Consent Items: The meeting agenda, finance, out of state travel and personnel, and board meeting minutes of April 14, 2025, as presented. 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. Madler and seconded by Mr. Lodes to approve entering into a purchase agreement with CDW-G as presented with a total cost of \$1,062,738.00. Mr. Madler asked if the district has used this vendor before. Yes, the district is currently using this vendor. Mr. Bailey asked if we have budgeted for this purchase. Yes. This bid doesn't include cases for the devices. There were no comments from the 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 amended 2025-26 school calendar as presented. Ms. Wood asked if the staff development workdays could be moved to the first semester. Dr. Settles replied that there will be a variety of planning for the workdays. Ms. Butler prefers not to use April 3<sup>rd</sup> as a makeup day. Dr. Settles replied that it would be the last day to be considered. There were no comments from the audience. Roll call vote was taken. Ayes: Witt, Lodes, Wood, Bailey, Butler, and Madler. Nays: None. The motion carried.

#### Discussion/Information Items

Mr. Brett Richards shared the district, will request the third installment of funding to facilitate the continued improvement projects for the 2023 bond projects. Mr. Paul Grieger from DA Davidson provided insight into the district's current bonds and the tax levy. Mr. Grieger will attend the May 12 board meeting to provide the proposed tax levy and paperwork.

Mr. Brett Richards, Assistant Superintendent of Business, gave the Board an update on the legislative session. The state of Nebraska is in a \$300 million shortfall for the budget. Currently there are several bills that the district is following. Mr. Tim Gay, the districts lobbyist, will provide a detailed report at a future board meeting.

Dr. Settles shared the proposed Administrations Salary 2025/26. 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%. 1. Increase base \$1,690 moving from \$72,600 to \$74,290, 2. Allow for vertical and horizontal movement. The Assistant Superintendent's recommended package increase is 3.80%.

Dr. Settles shared the proposed Superintendent Contract for 2025/26. 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 salary 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. Mr. Madler asked where our district stands compared to the other 15 districts in the Metro. Dr. Settles reported that we're 8<sup>th</sup> for salary and 9<sup>th</sup> for total package.

#### Communication

There were no public testifiers.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 7:20p.m.

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

**Subject:** 2025-26 ESU#3 Driver Education Contract

**Meeting Date:** May 12, 2025

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

**Department:** Business Services

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

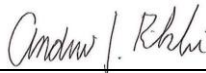
**Background:**

Each year we contract with ESU #3 to provide driver's education for our students. ESU #3 will provide the instructor, automobiles and all costs relating to maintenance, insurance, and behind-the-wheel training for driver education students. The curriculum consists of 20 hours of classroom and 3-4 hours of behind-the-wheel instruction. The \$475 cost per student is covered by the student/family and represents a \$75 increase over the previous year.

**Recommendation:** Motion to approve the 2025/26 Driver's Education contract with ESU #3 as presented.

**Responsible Person:** Brett Richards

**Superintendent's Approval** \_\_\_\_\_



Signature

**RETURN TO AGENDA**

**Contract for Supplemental Services  
Driver's Education  
2025-2026**

Educational Service Unit #3, hereinafter referred to as ESU #3 proposes to furnish supplemental services pursuant to 79-2201 et seq R.R.S. 1943 to the **Papillion LaVista Schools, Sarpy**, Nebraska, hereinafter called the School for the 2025-2026 school year. This agreement is subject to the following terms and conditions:

**1. SERVICES**

ESU #3 will provide the instructor, automobiles, and all costs relating to maintenance, insurance, and behind-the-wheel training for driver education students. This service will not be available to physically handicapped students, as ESU #3 does not have the equipment or the expertise to provide this service. ESU #3 will provide a curriculum consisting of 20 hours of classroom and 3-4 hours behind-the-wheel. The School will provide classroom space free of charge for in classroom instruction.

**2. STUDENTS**

Minimum number of students will be 15.

**WHEN PROVIDED:**

<u>  X  </u> Saturday Hours Fall & Spring	<u>      </u> Est. Max # Students
<u>  X  </u> Summer Program	<u>      </u> Est. Max # Students

**3. COMPENSATION**

The Parent and/or Guardian shall pay ESU #3 for said services as follows:

**Total Program.....\$475/student**

**4. TERMS**

The payment will be made by the Parent and/or Guardian directly to ESU #3, prior to the class start date. Once payment is received, the specific class will be confirmed.

**5. CONDITION**

This proposal shall become a valid contract only when accepted by an authorized representative of the School and subsequently approved by and authorized representative of ESU #3.

Return to:

Kaitlin Amador, Educational Service Unit #3, [kamador@esu3.org](mailto:kamador@esu3.org)  
6949 S 110th St., LaVista, NE 68128-5721

**Contract for Supplemental Services  
Driver's Education  
2025-2026**

Accepted by action of the Board of the **Papillion LaVista Schools, Sarpy,**  
Nebraska at a duly authorized meeting on the \_\_\_\_\_ day of \_\_\_\_\_,  
2025.

\_\_\_\_\_  
Authorized Representative

\_\_\_\_\_  
Title

Approved by action of the Board of Educational Service Unit #3, LaVista, Sarpy  
County, Nebraska, at a duly authorized meeting on the \_\_\_\_\_ day of  
\_\_\_\_\_, 2025.

\_\_\_\_\_  
Administrator, Authorized Representative

Return to:  
Kaitlin Amador, Educational Service Unit #3, [kamador@esu3.org](mailto:kamador@esu3.org)  
6949 S 110th St., LaVista, NE 68128-5721

RETURN TO AGENDA

**Subject:** Administrative Salaries for 2025-26 School Year

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:** April 28, 2025, Board Meeting  
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 for 2025-26:

Certified Administrators average package increase of 4.035%:

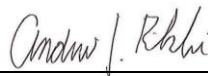
- Increase base \$1,690 moving from \$72,600 to \$74,290
- Allow for vertical and horizontal movement

Assistant Superintendents recommended package increase is 3.80%.

**Recommendation:** Motion to approve the administrative salary and benefits as presented for the 2025-2026 including a certified administrator base salary of \$74,290 and an average package increase of 4.035% for certified administrators and the 3.80% increase for the Assistant Superintendents.

**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:** May 12, 2025

**Prior Meeting Discussion Date:** April 28, 2025, Board Meeting  
HR Board Subcommittee meeting: March 31, 2025

**Department:** Human Resources

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

**Background:**

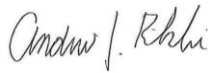
In January 2025, the Board approved the Teacher Negotiated agreement for the 2025-26 school year. This resulted in a total package increase of 4.69%. The HR Subcommittee considered this as well as other pieces of data in proposing the following to Dr. Rikli's contract:

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:** Motion to approve the three-year Superintendent's contract with Dr. Andrew Rikli at a salary of \$273,947.31 for 2025/26.

**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 <sup>th</sup> day of May, 2025
<p>Superintendent</p> <p>_____</p>	<p>Board of Education of Sarpy County School District 0027, a/k/a Papillion La Vista Community Schools</p> <p>By: _____ Attest: _____</p> <p>President Secretary</p>

**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**

\*Included in Salary

\*\*Contribution at time of contract approval; will follow current guidelines

\*\*\*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.

**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.

**Subject:** Issuance of General Obligation Bonds, not to exceed \$55,000,000 as approved of the 2023 Bond Election

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:** April 28, 2025

**Department:** Business Services

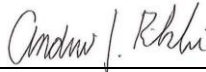
**Action Desired:** Approval ☒ Discussion ☐ Information Only ☐

**Background:** The Board will consider a Resolution to Authorize the Issuance of General Obligation School Building Bonds, Series 2025, in an amount NOT TO EXCEED \$55,000,000, in order to pay the costs of additions, repairs, improvements and renovations to the district's facilities, and to pay for any furniture and equipment related to said facilities. This is the 3rd installment for funds from the 2023 Bond election. The resolution before the Board will allow the President or Vice-President of the Board to authorize the sale of bonds in a timely manner within the parameters established by the attached resolution. Cody Wickham of D.A. Davidson & Co. will be present for further explanation and questions.

**Recommendation:** Motion to approve the attached resolution for an amount not to exceed \$55,000,000 of General Obligation School Building Bonds to continue the current construction schedule for the 2023 Bond projects as presented.

**Responsible Person:** Brett Richards

**Superintendent's Approval** \_\_\_\_\_



Signature

**RETURN TO AGENDA**

**EXTRACT FROM MINUTES OF MEETING  
OF THE BOARD OF EDUCATION  
OF SARPY COUNTY SCHOOL DISTRICT 0027  
(GENERAL OBLIGATION BONDS, SERIES 2025)**

A meeting of the Board of Education (the “Board”) of Sarpy County School District 0027, in the State of Nebraska (the “Issuer”), was convened in open and public session at \_\_\_\_ p.m., on \_\_\_\_\_, 2025, at the Papillion La Vista Community Schools Administration Office, in Papillion, Nebraska, the usual meeting place of said Board. Present were:\_\_\_\_\_

\_\_\_\_\_. Absent were: \_\_\_\_\_. Notice of the meeting was given in advance thereof by publication or posting in three public places, being the Issuer’s designated method, with evidence of such publication or posting being attached to these minutes, which notice advised of the availability of agenda for the meeting. Notice of the meeting was given in advance to all Members of the Board and a copy of their acknowledgment of receipt of notice and agenda is attached to these minutes. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public. At the beginning of the meeting, the President publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was available for review and indicated the location of such copy in the room where the meeting was being held.

The President stated it was necessary for the Board to consider the issuance of bonds for new capital projects. After discussion, Board Member \_\_\_\_\_ introduced and moved the adoption of the following resolution:



## RESOLUTION

BE IT RESOLVED BY THE BOARD OF EDUCATION OF SARPY COUNTY SCHOOL DISTRICT 0027, IN THE STATE OF NEBRASKA, as follows:

Section 1. The Board of Education (the “Board”) of Sarpy County School District 0027, in the State of Nebraska (the “Issuer”) hereby finds and determines as follows:

(a) The Issuer is duly organized as a Class III School District under Chapter 79, Reissue Revised Statutes of Nebraska, 2014, as amended;

(b) Pursuant to a resolution previously adopted by said President and Board, an election was called and held on May 9, 2023, on the proposition for the issuance of bonds of the Issuer in the stated principal amount not to exceed \$129,900,000, in order to pay the costs of (i) improvements to safety and security for all schools including the construction, acquisition and installation, (ii) constructing additions, improvements, repairs and renovations to existing schools and program facilities, (iii) updating and enlarging older existing classrooms, bringing them to a current standard, (iv) constructing a new elementary school to serve projected enrollment growth, (v) constructing a new facility for the Young Adult Transition Program that serves students with disabilities, (vi) providing furniture, equipment and technology for such schools and program facilities, and (vii) acquisition and preparation of land sites for future schools and program facilities (collectively, the “Project”); that notice of said election was given as provided by law; that, according to the Election Commissioner’s Report upon the results of the canvass of such election, the proposition for such issuance of bonds received the approval of 9,854 votes cast for said proposition at said election, and was opposed by 4,982 votes cast against said proposition; and that a proposition for the issuance of bonds for such purpose was not submitted to the electors of the Issuer within six months preceding the date of such election;

(c) To date, \$65,000,000 aggregate stated principal amount of bonds have been issued pursuant to the approval provided at said election;

(d) It is necessary and advisable for the Issuer to issue and sell its general obligation bonds in the stated principal amount of up to \$55,000,000 to provide funds to pay a portion of the costs of the Project; and

(e) All conditions, acts and things required by law to exist or to be done precedent to the issuance of general obligation bonds, in the stated principal amount of up to \$55,000,000 pursuant to Section 10-701 to 10-716.01, R.R.S. Neb. 2012, as amended, do exist and have been done as required by law.

Section 2. There shall be and there are hereby ordered issued the negotiable bonds of the Issuer to be designated as “General Obligation Bonds” in the stated principal amount of not to exceed FIFTY-FIVE MILLION DOLLARS (\$55,000,000) (the “Bonds”) with said Bonds to mature in such amounts and to become due on such dates and in such years and bear interest at the rates per annum as shall be determined in a written designation (which may be included as a part of

a Bond Purchase Agreement as hereinafter defined, the “Designation”) signed by either the President or the Vice President of the Board or the Superintendent or Assistant Superintendent of Business Services (each, an “Authorized Officer”) on behalf of the Board and which may be agreed to by D.A. Davidson & Co. (including as representative of itself and other underwriters as applicable, the “Underwriter”), which Designation may also determine or modify mandatory redemption provisions (if any) and pricing terms as set forth in Section 8 below, all within the following limitations:

- (a) the true interest cost on the Bonds shall not exceed 5.75%;
- (b) the aggregate principal amount of the Bonds shall not exceed \$55,000,000;
- (c) the Bonds may be issued on the basis of original issue discount and/or original issue premium; provided that the aggregate amount of original issue premium and original issue discount (if any) results in an aggregate net original issue discount (if any) not in excess of three percent (3.00%) of the stated principal amount of the Bonds;
- (d) the longest maturity of the Bonds may not be later than December 1, 2045; and
- (e) two or more principal maturities of the Bonds may be combined and issued as “term bonds” and the Authorized Officer may determine mandatory sinking fund payments and mandatory redemption amounts; any Bonds issued as “term bonds” shall be redeemed at a redemption price equal to 100% of the principal amount thereof plus accrued interest thereon to the date of redemption and may be selected for redemption by any random method of selection determined appropriate by the Registrar (as hereinafter designated) or by the Depository (as hereinafter designated).

The Authorized Officers (or any one of them) are hereby authorized to make such determinations on behalf of the Board and to evidence the same by execution and delivery of the Designation and such determinations, when made by an Authorized Officer and agreed to by the Underwriter, shall constitute the action of the Board without further action of the Board.

The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof. The date of original issue for the Bonds shall be the date of delivery thereof or such other date of original issue, if any, as may be set forth in the Designation. Interest on the Bonds, at the respective rates for each maturity, shall be payable on December 1, 2025, and semiannually thereafter on June 1 and December 1 of each year (or such other date or dates as may be determined in the Designation, each an “Interest Payment Date”) and the Bonds shall bear such interest from the date of original issue or the most recent Interest Payment Date to which interest is paid or provided for, whichever is later. The interest due on each Interest Payment Date shall be payable to the registered owners of record as of the close of business on the fifteenth day immediately preceding the Interest Payment Date (or such other date as may be established in the Designation, the “Record Date”), subject to the provisions of Section 4 hereof. The Bonds shall be numbered from R-1 upwards in the order of their issuance. No Bonds shall be issued originally or

upon transfer or partial redemption having more than one principal maturity. The initial bond numbering and principal amounts for each of the Bonds issued shall be as directed by the initial purchaser thereof. Payments of interest due on the Bonds shall be made by the Paying Agent and Registrar, as designated pursuant to Section 3 hereof, by mailing check or draft in the amount due for such interest on each Interest Payment Date to the registered owner of each Bond, as of the Record Date for such Interest Payment Date, to such owner's registered address as shown on the books of registration as required to be maintained in Section 3 hereof. Payments of principal due at maturity or at any date fixed for redemption prior to maturity shall be made by said Paying Agent and Registrar to the registered owners upon presentation and surrender of the Bonds to said Paying Agent and Registrar. The Issuer and said Paying Agent and Registrar may treat the registered owner of any Bond as the absolute owner of such Bond for the purpose of making payments thereon and for all other purposes and neither the Issuer nor the Paying Agent and Registrar shall be affected by any notice or knowledge to the contrary, whether such Bond or any installment of interest due thereon shall be overdue or not. All payments on account of interest or principal made to the registered owner of any Bond in accordance with the terms of this resolution shall be valid and effectual and shall be a discharge of the Issuer and said Paying Agent and Registrar, in respect of the liability upon the Bonds or claims for interest to the extent of the sum or sums so paid.

Section 3. Unless as otherwise provided in the Designation, BOKF, National Association, Lincoln, Nebraska, is hereby designated to serve as Paying Agent and Registrar for the Bonds. Any Authorized Officer may designate an alternate bank or trust company to serve as the Paying Agent and Registrar in such Authorized Officer's sole discretion. Said Paying Agent and Registrar shall serve in such capacities under the terms of an agreement entitled "Paying Agent and Registrar's Agreement" between the Issuer and said Paying Agent and Registrar, the form of which may be approved and executed by an Authorized Officer. The execution of said agreement by such Authorized Officer shall constitute conclusive evidence of such officer's approval of the documents. From and after the delivery of the Bonds at closing, the Issuer shall have the right to remove and replace the Paying Agent and Registrar in accordance with the terms of the Paying Agent and Registrar's Agreement. The Paying Agent and Registrar shall keep and maintain for the Issuer books for the registration and transfer of the Bonds at its principal corporate trust office. The names and registered addresses of the registered owner or owners of the Bonds shall at all times be recorded in such books. Any Bond may be transferred pursuant to its provisions at the principal corporate trust office of said Paying Agent and Registrar by surrender of such bond for cancellation, accompanied by a written instrument of transfer, in form satisfactory to said Paying Agent and Registrar, duly executed by the registered owner in person or by such owner's duly authorized agent, and thereupon the Paying Agent and Registrar on behalf of the Issuer will deliver at its office (or send by registered mail to the transferee owner or owners thereof at such transferee owner's or owners' risk and expense), registered in the name of such transferee owner or owners, a new Bond or Bonds of the same interest rate, aggregate principal amount and maturity. To the extent of the denominations authorized for the Bonds by this resolution, one Bond may be transferred for several such Bonds of the same interest rate and maturity and for a like aggregate principal amount, and several such Bonds may be transferred for one or several such Bonds, respectively, of the same interest rate and maturity and for a like aggregate principal amount. In every case of transfer of a Bond, the surrendered Bond shall be cancelled and destroyed. All Bonds issued upon transfer of the Bonds so surrendered shall be valid obligations of the Issuer evidencing the same obligations as the Bonds surrendered and shall be entitled to all the benefits and protection of this resolution to the

same extent as the Bonds upon transfer of which they were delivered. The Issuer and said Paying Agent and Registrar shall not be required to transfer any Bond during any period from any Record Date until its immediately following Interest Payment Date or to transfer any Bond called for redemption for a period of thirty (30) days next preceding the date fixed for redemption.

Section 4. In the event that payments of interest due on the Bonds on an Interest Payment Date are not timely made, such interest shall cease to be payable to the registered owners as of the Record Date for such Interest Payment Date and shall be payable to the registered owners of the Bonds as of a special date of record for payment of such defaulted interest as shall be designated by the Paying Agent and Registrar whenever monies for the purpose of paying such defaulted interest become available.

Section 5. The Bonds shall be subject to redemption, in whole or in part, prior to maturity at any time on or after December 1, 2035 (or such other early redemption date as may be provided for in the Designation, subject to any limitations of applicable law), at the principal amount thereof plus accrued interest to the date fixed for redemption (or such other early redemption provisions as may be provided for in the Designation, subject to limitations of applicable law). Such optional redemption shall be made from time to time as shall be directed by the Board (provided that any mandatory redemption shall be made without further direction). The Paying Agent and Registrar shall select such bonds for redemption using any random method of selection determined appropriate by Paying Agent and Registrar. Any Bonds maturing as term bonds (as may be determined in the Designation) shall be redeemed in the years and in the principal amounts as determined in the Designation. Bonds shall be redeemed only in amounts of \$5,000 or integral multiples thereof. Bonds redeemed in part only shall be surrendered to said Paying Agent and Registrar in exchange for a new Bond evidencing the unredeemed principal thereof. Notice of redemption of any Bond to be redeemed shall be given by the Paying Agent and Registrar by mail not less than thirty (30) days prior to the date fixed for redemption, first class, postage prepaid, sent to the registered owner of such Bond to be redeemed at said owner's registered address. Such notice shall designate the Bond or Bonds to be redeemed by number and maturity, the date of issue and the date fixed for redemption and state that such Bond or Bonds are to be presented for prepayment at the office of the Paying Agent and Registrar. In case of any Bond partially redeemed, such notice shall specify the portion of the principal amount of such Bond to be redeemed. No defect in the mailing of notice for any Bond shall affect the sufficiency of any proceedings of the Board designating the Bonds called for redemption or the effectiveness of any such call for the Bonds for which notice by mail has been properly given and the Board shall have the right to direct further notice of redemption for any such Bond for which defective notice has been given.

Section 6. If the date for payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city where the principal corporate trust office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such day shall have the same force and effect as if made on the nominal date of payment.

Section 7. The Bonds shall be in substantially the following form:

UNITED STATES OF AMERICA  
STATE OF NEBRASKA  
COUNTY OF SARPY

GENERAL OBLIGATION BOND, SERIES 2025  
OF SARPY COUNTY SCHOOL DISTRICT 0027  
(PAPILLION LA VISTA COMMUNITY SCHOOLS)

No. \_\_\_\_\_ \$ \_\_\_\_\_

<u>Interest Rate</u>	<u>Maturity Date</u>	<u>Date of Original Issue</u>	<u>CUSIP NO.</u>
_____%	_____, 20__	_____, 2025	698873

Registered Owner:

Principal Amount:

KNOW ALL PERSONS BY THESE PRESENTS: That Sarpy County School District 0027 (Papillion La Vista Community Schools), in the State of Nebraska (the "Issuer"), hereby acknowledges itself to owe and for value received promises to pay to the registered owner specified above, or registered assigns, the principal amount specified above in lawful money of the United States of America on the date of maturity specified above with interest thereon to maturity (or earlier redemption) from the date of original issue shown above or most recent Interest Payment Date to which interest has been paid or provided for, whichever is later, at the rate per annum specified above, payable \_\_\_\_\_, 20\_\_, and semiannually thereafter on \_\_\_\_\_ and \_\_\_\_\_ of each year (each, an "Interest Payment Date"). Said interest shall be computed on the basis of a 360-day year consisting of twelve 30-day months. The principal of this bond is payable upon presentation and surrender of this bond at the designated corporate trust office of BOKF, National Association, the Paying Agent and Registrar, in Lincoln, Nebraska, Interest on this bond will be paid on each Interest Payment Date by a check or draft mailed by the Paying Agent and Registrar to the registered owner of this bond, as shown on the books of record maintained by the Paying Agent and Registrar, at the close of business on the fifteenth day immediately preceding the Interest Payment Date, to such owner's address as shown on such books and records (the "Record Date"). Any interest not so timely paid shall cease to be payable to the person entitled thereto as of the applicable Record Date and shall be payable to the person who is the registered owner of this bond (or of one or more predecessor bonds hereto) on such special record date for payment of such defaulted interest as shall be fixed by the Paying Agent and Registrar whenever monies for such purpose become available. For the prompt payment of this bond, principal and interest, as the same become due, the full faith, credit and resources of said Issuer are hereby irrevocably pledged.

This bond is one of an issue of fully registered bonds of the total principal amount of \_\_\_\_\_ DOLLARS (\$\_\_\_\_\_), of even date and like tenor herewith, except as to date of maturity, rate of interest and denomination, issued by said Issuer for the purpose of paying the costs of (i) improvements to safety and security for all schools including the construction, acquisition and installation, (ii) constructing additions, improvements, repairs and renovations to existing schools and program facilities, (iii) updating and enlarging older existing classrooms, bringing them to a current standard, (iv) constructing a new elementary school to serve projected enrollment growth, (v) constructing a new facility for the Young Adult Transition Program that serves students with disabilities, (vi) providing furniture, equipment and technology for such schools and program facilities, and (vii) acquisition and preparation of land sites for future schools and program facilities, all in pursuance of Sections 10-701 to 10-716.01, R.R.S. Neb. 2012, as amended and paying costs of issuance of the Bonds. The Bonds are issued pursuant to a resolution duly adopted by the Board of Education of said Issuer (the "Resolution"). The Bonds are also issued pursuant to the approving vote of the voters of the Issuer at an election held on May 9, 2023, for which notice was given as required by law, and are the third issue of a total approved amount of \$129,900,000.

The Bonds shall be subject to redemption in whole or in part on any date on or after \_\_\_\_\_, 20\_\_\_\_, at a redemption price equal to \_\_\_\_% of the principal amount redeemed plus accrued interest to the date of redemption.

Bonds shall be redeemed only in amounts of \$5,000 or integral multiples thereof. Bonds redeemed in part only shall be surrendered to said Paying Agent and Registrar in exchange for a new Bond evidencing the unredeemed principal thereof. Notice of redemption of any Bond to be redeemed shall be given by the Paying Agent and Registrar by mail not less than thirty days prior to the date fixed for redemption, first class, postage prepaid, sent to the registered owner of such Bond to be redeemed at said owner's registered address. Such notice shall designate the Bond or Bonds to be redeemed by series, number and maturity, the date of issue and the date fixed for redemption and state that such Bond or Bonds are to be presented for prepayment at the office of the Paying Agent and Registrar. In case of any Bond partially redeemed, such notice shall specify the portion of the principal amount of such Bond to be redeemed. No defect in the mailing of notice for any Bond shall affect the sufficiency of any proceedings of the Board of Education of the Issuer designating the Bonds called for redemption or the effectiveness of any such call for the Bonds for which notice by mail has been properly given and the Board of Education of the Issuer shall have the right to direct further notice of redemption for any such Bond for which defective notice has been given.

This bond is transferable by the registered owner or such owner's attorney duly authorized in writing at the designated corporate trust office of the Paying Agent and Registrar in Lincoln, Nebraska, upon surrender and cancellation of this bond, and thereupon a new bond or bonds of the same aggregate principal amount, interest rate and maturity will be issued to the transferee as provided in the Resolution authorizing said issue of bonds, subject to the limitations therein prescribed. The Issuer, the Paying Agent and Registrar and any other person may treat the person in whose name this bond is registered as the absolute owner hereof for the purpose of receiving payment due hereunder and for all purposes and shall not be affected by any notice to the contrary, whether this bond be overdue or not.

If the date for payment of the principal of or interest on this bond shall be a Saturday, Sunday, legal holiday or a day on which banking institutions in the city where the designated corporate trust office of the Paying Agent and Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not a Saturday, Sunday, legal holiday or a day on which such banking institutions are authorized to close, and payment on such date shall have the same force and effect as if made on the nominal date of payment.

AS PROVIDED IN THE RESOLUTION REFERRED TO HEREIN, UNTIL THE TERMINATION OF THE SYSTEM OF BOOK-ENTRY-ONLY TRANSFERS THROUGH THE DEPOSITORY TRUST COMPANY, NEW YORK, NEW YORK (TOGETHER WITH ANY SUCCESSOR SECURITIES DEPOSITORY APPOINTED PURSUANT TO THE RESOLUTION, "DTC"), AND NOTWITHSTANDING ANY OTHER PROVISIONS OF THE RESOLUTION TO THE CONTRARY, A PORTION OF THE PRINCIPAL AMOUNT OF THIS BOND MAY BE PAID OR REDEEMED WITHOUT SURRENDER HEREOF TO THE PAYING AGENT AND REGISTRAR. DTC OR A NOMINEE, TRANSFEREE OR ASSIGNEE OF DTC OF THIS NOTE MAY NOT RELY UPON THE PRINCIPAL AMOUNT INDICATED HEREON AS THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID. THE PRINCIPAL AMOUNT HEREOF OUTSTANDING AND UNPAID SHALL FOR ALL PURPOSES BE THE AMOUNT DETERMINED IN THE MANNER PROVIDED IN THE RESOLUTION.

UNLESS THIS BOND IS PRESENTED BY AN AUTHORIZED OFFICER OF DTC (A) TO THE PAYING AGENT AND REGISTRAR FOR REGISTRATION OF TRANSFER OR EXCHANGE OR (B) TO THE PAYING AGENT AND REGISTRAR FOR PAYMENT OF PRINCIPAL, AND ANY BOND ISSUED IN REPLACEMENT HEREOF OR SUBSTITUTION HEREOF IS REGISTERED IN THE NAME OF DTC AND ANY PAYMENT IS MADE TO DTC OR ITS NOMINEE, ANY TRANSFER, PLEDGE OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSONS IS WRONGFUL BECAUSE ONLY THE REGISTERED OWNER HEREOF, DTC OR ITS NOMINEE, HAS AN INTEREST HEREIN.

IT IS HEREBY CERTIFIED AND WARRANTED that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this bond did exist, did happen and were done and performed in regular and due form and time as required by law and that the indebtedness of this Issuer, including this bond, does not exceed any limitation imposed by law. The Issuer agrees that it shall cause to be levied and collected annually a special levy of taxes on all the taxable property in said Issuer for the purpose of paying and sufficient to pay the interest and principal of this bond as and when such interest and principal become due.

This bond shall not be valid and binding on the Issuer until authenticated by the Paying Agent and Registrar.



IN WITNESS WHEREOF, the Board of Education of the Issuer has caused this bond to be executed on behalf of the Issuer with the facsimile signatures of the President and the Secretary of said Board, all as of the date of original issue shown above.

SARPY COUNTY SCHOOL DISTRICT 0027,  
IN THE STATE OF NEBRASKA

By: (Sample – Do Not Sign)  
President

ATTEST:

(Sample – Do Not Sign)  
Secretary

## CERTIFICATE OF AUTHENTICATION

This bond is one of the bonds authorized by resolution of the Board of Education of Sarpy County School District 0027, in the State of Nebraska, as described in the foregoing bond.

BOKF, NATIONAL ASSOCIATION,  
Paying Agent and Registrar

By: \_\_\_\_\_ (Sample – Do Not Sign)  
Authorized Signature

### (FORM OF ASSIGNMENT)

For value received \_\_\_\_\_ hereby sells, assigns and transfers unto \_\_\_\_\_ (Social Security or Taxpayer Identification Number \_\_\_\_\_) the within bond and hereby irrevocably constitutes and appoints \_\_\_\_\_, attorney, to transfer the same on the books of registration in the office of the within mentioned Paying Agent and Registrar with full power of substitution in the premises.

Date: \_\_\_\_\_

\_\_\_\_\_  
Registered Owner(s)

Signature Guaranteed

By: \_\_\_\_\_

\_\_\_\_\_  
Authorized Officer

NOTE: The signature(s) on this assignment MUST CORRESPOND with the name(s) as written on the face of the within bond in every particular, without alteration, enlargement or any change whatsoever, and must be guaranteed by a commercial bank or a trust company or by a firm having membership on the New York, Midwest or other stock exchange.

Section 8. Each of the Bonds shall be executed on behalf of the Issuer with the manual or facsimile signatures of the President and Secretary of the Board. The Bonds shall be issued initially as “book-entry-only” bonds using the services of The Depository Trust Company (the “Depository”), with one typewritten bond per maturity being issued to the Depository. In such connection said officers are authorized to execute and deliver a Letter of Representations (the “Letter of Representations”) in the form required by the Depository (which may be in the form of a blanket letter, including any such blanket letter previously executed and delivered), for and on behalf of the Issuer, which shall thereafter govern matters with respect to registration, transfer, payment and redemption of the Bonds. Upon the issuance of the Bonds as “book-entry-only” bonds, the following provisions shall apply:

(a) The Issuer and the Paying Agent and Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which the Depository holds Bonds as securities depository (each, a “Bond Participant”) or to any person who is an actual purchaser of a Bond from a Bond Participant while the Bonds are in book-entry form (each, a “Beneficial Owner”) with respect to the following:

(i) the accuracy of the records of the Depository, any nominees of the Depository or any Bond Participant with respect to any ownership interest in the Bonds,

(ii) the delivery to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or

(iii) the payment to any Bond Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the Bonds.

The Paying Agent and Registrar shall make payments with respect to the Bonds only to or upon the order of the Depository or its nominee, and all such payments shall be valid and effective fully to satisfy and discharge the obligations with respect to such Bonds to the extent of the sum or sums so paid. No person other than the Depository shall receive an authenticated Bond, except as provided in (e) below.

(b) Upon receipt by the Paying Agent and Registrar of written notice from the Depository to the effect that the Depository is unable or unwilling to discharge its responsibilities, the Paying Agent and Registrar shall issue, transfer and exchange Bonds requested by the Depository in appropriate amounts. Whenever the Depository requests the Paying Agent and Registrar to do so, the Paying Agent and Registrar will cooperate with the Depository in taking appropriate action after reasonable notice (i) to arrange, with the prior written consent of the Issuer, for a substitute depository willing and able upon reasonable and customary terms to maintain custody of the Bonds or (ii) to make available

Bonds registered in whatever name or names the Beneficial Owners transferring or exchanging such Bonds shall designate.

(c) If the Issuer determines that it is desirable that certificates representing the Bonds be delivered to the ultimate Beneficial Owners of the Bonds and so notifies the Paying Agent and Registrar in writing, the Paying Agent and Registrar shall so notify the Depository, whereupon the Depository will notify the Bond Participants of the availability through the Depository of bond certificates representing the Bonds. In such event, the Paying Agent and Registrar shall issue, transfer and exchange bond certificates representing the Bonds as requested by the Depository in appropriate amounts and in authorized denominations.

(d) Notwithstanding any other provision of this resolution to the contrary, so long as any Bond is registered in the name of the Depository or any nominee thereof, all payments with respect to such Bond and all notices with respect to such Bond shall be made and given, respectively, to the Depository as provided in the Letter of Representations.

(e) Registered ownership of the Bonds may be transferred on the books of registration maintained by the Paying Agent and Registrar, and the Bonds may be delivered in physical form to the following:

(i) any successor securities depository or its nominee, or

(ii) any person, upon (A) the resignation of the Depository from its functions as depository or (B) termination of the use of the Depository pursuant to this Section and the terms of the Paying Agent and Registrar Agreement.

(f) In the event of any partial redemption of a Bond, unless and until such partially redeemed Bond has been replaced in accordance with the provisions of this resolution relating to partial redemption of Bonds, the books and records of the Paying Agent and Registrar shall govern and establish the principal amount of such Bond as is then outstanding and all of the Bonds issued to the Depository or its nominee shall contain a legend to such effect.

If for any reason the Depository resigns and is not replaced, the Issuer shall immediately provide a supply of printed bond certificates for issuance upon the transfers from the Depository and subsequent transfers or in the event of partial redemption. In the event that such supply shall be insufficient to meet the requirements of the Paying Agent and Registrar for issuance of replacement Bonds upon transfer or partial redemption, the Issuer agrees to order printed an additional supply of bond certificates and to direct their execution by manual or facsimile signature of its then duly qualified and acting President and Secretary of such Board. In case any officer whose signature or facsimile thereof shall appear on any Bond shall cease to be such officer before the delivery of such Bond (including any bond certificates delivered to the Paying Agent and Registrar for issuance upon transfer or partial redemption), such signature or such facsimile signature shall nevertheless be valid

and sufficient for all purposes the same as if such officer or officers had remained in office until the delivery of such Bond.

The Bonds shall not be valid and binding on the Issuer until authenticated by the Paying Agent and Registrar. The Issuer shall maintain a record of information with respect to such bonds as required under Section 10-140, R.R.S. Neb. 2012, as amended, and shall cause the same to be filed in the office of the Auditor of Public Accounts of the State of Nebraska. Thereafter the Bonds shall be delivered to the Paying Agent and Registrar for registration and authentication. Upon execution, registration and authentication of the Bonds, the Paying Agent and Registrar is authorized to deliver them to the Underwriter, as the initial purchaser thereof, for an aggregate purchase price to be determined in the Designation (which purchase price shall take into account (a) underwriter's discount in an amount not to exceed 0.850% of the stated principal amount of the Bonds, and (b) original issue discount and/or premium (subject to the limitations set forth in Section 2 hereof), plus accrued interest (if any) on the Bonds to the date of payment for the Bonds), and the Bonds shall be delivered upon evidence of receipt by the Issuer of an amount equal to such purchase price. The Authorized Officers (or any one of them) are hereby authorized to approve, execute and deliver a bond purchase agreement for the Bonds (the "Bond Purchase Agreement") for and on behalf of the Issuer. Said Underwriter shall have the right to direct the registration of the Bonds and the denominations thereof within each maturity, subject to the restrictions of this resolution. Such purchaser and its agents, representatives and counsel (including Baird Holm LLP, as such purchaser's bond counsel) are hereby authorized to take such actions on behalf of the Issuer as are necessary to effectuate the closing of the issuance and sale of the Bonds, including, without limitation, authorizing the release of the Bonds at closing.

Section 9. The Secretary of the Board of the Issuer is directed to make and certify a transcript of the proceedings of the Issuer precedent to the issuance of said Bonds which shall be delivered to the purchaser of said Bonds. The President or Secretary of the Board shall certify the taxable valuation, the number of children of school age residing in the Issuer and the total bonded indebtedness of the Issuer.

Section 10. The Board shall cause to be levied and collected annually a special levy of taxes on all the taxable property in the Issuer for the purpose of paying and sufficient to pay the interest and principal of the Bonds as and when such interest and principal become due according to the terms thereof. The County Treasurer of Sarpy County is hereby directed to make payment of taxes collected for the payment of the Bonds, in amounts sufficient and at the appropriate times for the payment of principal and interest on the Bonds, to the Paying Agent and Registrar upon written directions from the Treasurer of the Issuer, as delivered and in effect from time to time.

Section 11. Accrued interest received from the sale of the Bonds, if any, shall be applied to pay interest first falling due on such Bonds. Expenses from the issuance of the Bonds may be paid from proceeds of the Bonds. The net sale proceeds of the Bonds, after application of any underwriter's discount associated therewith and costs of issuance incurred therewith, together with other available funds of the Issuer as may be necessary for such purposes, shall be applied upon order of the President of the Board or other duly authorized officer(s) to pay a portion of the costs of constructing and acquiring the portion of the Project intended to be financed thereby, including the costs of issuing the Bonds. Such proceeds may be held by the Issuer's Treasurer or by a trustee or

custodian appointed for such purposes. The Issuer will provide all other funds necessary for the acquisition, construction and completion of such projects, and the President and Secretary are further authorized to take any and all actions necessary or appropriate in connection therewith.

Section 12. The Issuer hereby covenants to the purchaser and registered owners of the Bonds hereby authorized that it will make no use of the proceeds of said bond issue, including tax levy monies intended to be used to pay principal and interest on said Bonds, which would cause said Bonds to be arbitrage bonds within the meaning of Sections 103(b) and 148 of the Internal Revenue Code of 1986, as amended (the “Code”), and further covenants to comply with said Sections 103(b) and 148 and all applicable regulations thereunder throughout the term of said bond issue. The Issuer hereby covenants and agrees to take all actions necessary under the Code to maintain the tax exempt status of interest payable on the Bonds. The Issuer represents and warrants that the Bonds are not “private activity bonds” as such term is defined in Section 141(a) of the Code and agrees to take all further actions, if any, necessary on its part to qualify the Bonds herein authorized as “tax-exempt obligations.”

Section 13. Any of the Authorized Officers are hereby authorized to approve, deem final and authorize distribution of the Preliminary Official Statement and further to approve on behalf of the Issuer a final Official Statement with any changes deemed appropriate by them. Any actions taken and any instruments executed, acknowledged, delivered, amended and/or modified prior to the date of this Resolution (or otherwise in furtherance thereof) related to the Preliminary Official Statement are hereby approved, ratified and confirmed.

Section 14. In accordance with the requirements of Rule 15c2-12, as amended (the “Rule”), promulgated by the Securities and Exchange Commission, the Issuer, being the only “obligated person” with respect to the Bonds, agrees that it will provide the following continuing disclosure information to the Municipal Securities Rulemaking Board (the “MSRB”) in an electronic format as prescribed by the MSRB:

(a) not later than seven (7) months after the end of each fiscal year of the Issuer (the “Delivery Date”), financial information or operating data for the Issuer generally consistent with the information set forth under the heading “SUMMARY FINANCIAL STATEMENT AND OPERATING STATISTICS” for the Issuer as shown in Appendix A to the Official Statement for the Bonds (“Annual Financial Information”);

(b) when and if available, audited financial statements for the Issuer; audited financial information shall be prepared on the basis of generally accepted accounting principles, as in effect from time to time (including, as deemed appropriate by the Issuer, as such principles may be modified by accounting standards promulgated by the Government Accounting Standards Board or by any regulatory agency having jurisdiction over the Issuer); and

(c) in a timely manner not in excess of ten (10) business days after the occurrence of the event, notice of the occurrence of any of the following events with respect to the Bonds:

(1) principal and interest payment delinquencies;

- (2) non-payment related defaults, if material;
- (3) unscheduled draws on debt service reserves reflecting financial difficulties;
- (4) unscheduled draws on credit enhancements reflecting financial difficulties;
- (5) substitution of credit or liquidity providers, or their failure to perform;
- (6) adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the Bonds, or other material events affecting the tax status of the Bonds;
- (7) modifications to rights of the holders of the Bonds, if material;
- (8) bond calls, if material, and tender offers;
- (9) defeasances;
- (10) release, substitution, or sale of property securing repayment of the Bonds, if material;
- (11) rating changes;
- (12) bankruptcy, insolvency, receivership or similar events of the Issuer (this event is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for the Issuer in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the Issuer, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the Issuer);
- (13) the consummation of a merger, consolidation, or acquisition involving the Issuer or the sale of all or substantially all of the assets of the Issuer, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material; and

(14) appointment of a successor or additional trustee or the change of name of a trustee, if material;

(15) Incurrence of a financial obligation, as defined in the Rule, if material, or agreement to covenants, events of default, remedies, priority rights or other similar terms of a financial obligation, as defined in the Rule, any of which affect security holders, if material; or

(16) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a financial obligation, as defined in the Rule, any of which reflect financial difficulties.

(d) in a timely manner, notice of any failure on the part of the Issuer to provide Annual Financial Information or the audited financial statements not later than the Delivery Date.

The Issuer has not undertaken to provide notice of the occurrence of any other event, except the events listed above.

The Issuer agrees that all documents provided to the MSRB under the terms of this continuing disclosure undertaking shall be in such electronic format and accompanied by such identifying information as shall be prescribed by the MSRB. The Issuer reserves the right to modify from time to time the specific types of information provided or the format of the presentation of such information or the accounting methods in accordance with which such information is presented, to the extent necessary or appropriate in the judgment of the Issuer, as long as any such modification is consistent with the Rule. The Issuer agrees that such covenants are for the benefit of the registered owners of the Bonds (including Beneficial Owners) and that such covenants may be enforced by any registered owner or Beneficial Owner, provided that any such right to enforcement shall be limited to specific enforcement of such undertaking and any failure shall not constitute an event of default under the Resolution. The continuing disclosure obligations of the Issuer, as described above, shall cease when none of the Bonds remain outstanding.

Section 15. In order to promote compliance with certain federal tax and securities laws relating to the bonds herein authorized (as well as other outstanding bonds) the policy and procedures attached hereto as Exhibit "A" (the "Post-Issuance Compliance Policy and Procedures") previously have been approved by the Board and are hereby ratified adopted and approved in all respects. To the extent that there is any inconsistency between the attached Post-Issuance Compliance Policy and Procedures and any similar policy or procedures previously adopted and approved, the attached Post-Issuance Compliance Policy and Procedures shall control.

Section 16. The officers of the Issuer, or any one or more of them, are hereby authorized to execute and deliver any and all certificates and documents and to take any and all actions determined appropriate in connection with the issuance and sale of the Bonds.

Section 17. This resolution shall take effect and be in force from and after its passage as



provided by law.

ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 2025.

SARPY COUNTY SCHOOL DISTRICT 0027,  
IN THE STATE OF NEBRASKA

By: \_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

## **Exhibit A**

### **Policy and Procedures Federal Tax Law and Disclosure Requirements for Tax-exempt Bonds and/or Tax Advantaged Bonds**

**ISSUER NAME:** Sarpy County School District 0027, in the State of Nebraska

**COMPLIANCE OFFICER (BY TITLE):** Assistant Superintendent for Business Services

#### **POLICY**

It is the policy of the Issuer identified above (the “Issuer”) to comply with all Federal tax requirements and securities law continuing disclosure obligations for its obligations issued as tax-exempt bonds (or as direct pay build America bonds, as applicable) to ensure, as applicable (a) that interest on its tax-exempt bonds remains exempt from Federal income tax, (b) that the direct payments associated with its bonds issued as “build America bonds” are received by the Issuer in a timely manner and (c) compliance with any continuing disclosure obligations of the Issuer with respect to its outstanding bonds.

#### **PROCEDURES**

Compliance Officer. Review of compliance with Federal tax requirements and securities law continuing disclosure obligations as generally outlined below shall be conducted by the Compliance Officer identified above (the “Compliance Officer”). To the extent more than one person has been delegated specific responsibilities, the Compliance Officer shall be responsible for ensuring coordination of all compliance review efforts.

Training. The Compliance Officer shall evaluate and review educational resources regarding post-issuance compliance with Federal tax and securities laws, including periodic review of resources published for issuers of tax-exempt obligations by the Internal Revenue Service (either on its website at <http://www.irs.gov/taxexemptbond>, or elsewhere) and the Municipal Securities Rulemaking Board (either on its Electronic Municipal Market Access website [“EMMA”] at <http://www.emma.msrb.org>, or elsewhere).

Compliance Review. A compliance review shall be conducted at least annually by or at the direction of the Compliance Officer. The review shall occur at the time the Issuer’s annual audit takes place, unless the Compliance Officer otherwise specifically determines a different time period or frequency of review would be more appropriate.

#### Scope of Review.

*Document Review.* At the compliance review, the following documents (the “Bond Documents”) shall be reviewed for general compliance with covenants and agreements and applicable regulations with respect to each outstanding bond issue:

- (a) the resolution(s) and/or ordinance(s), as applicable, adopted by the governing body of the Issuer authorizing the issuance of its outstanding bonds, together with any documents setting the final rates and terms of such bonds (the “Authorizing Proceedings”),
- (b) the tax documentation associated with each bond issue, which may include some or all of the following (the “Tax Documents”):
  - (i) covenants, certifications and expectations regarding Federal tax requirements which are described in the Authorizing Proceedings;
  - (ii) Form 8038 series filed with the Internal Revenue Service;
  - (iii) tax certificates, tax compliance agreements, tax regulatory agreement or similar documents;
  - (iv) covenants, agreements, instructions or memoranda with respect to rebate or private use;
  - (v) any reports from rebate analysts received as a result of prior compliance review or evaluation efforts; and

- (vi) any and all other agreements, certificates and documents contained in the transcript associated with the Authorizing Proceedings relating to federal tax matters.
- (c) the Issuer's continuing disclosure obligations, if any, contained in the Authorizing Proceedings or in a separate agreement (the "Continuing Disclosure Obligations"), and
- (d) any communications or other materials received by the Issuer or its counsel, from bond counsel, the underwriter or placement agent or its counsel, the IRS, or any other material correspondence relating to the tax-exempt status of the Issuer's bonds or relating to the Issuer's Continuing Disclosure Obligations.

*Use and Timely Expenditure of Bond Proceeds.* Expenditure of bond proceeds shall be reviewed by the Compliance Officer to ensure (a) such proceeds are spent for the purpose stated in the Authorizing Proceedings and as described in the Tax Documents and (b) that the proceeds, together with investment earnings on such proceeds, are spent within the timeframes described in the Tax Documents, and (c) that any mandatory redemptions from excess bond proceeds are timely made if required under the Authorizing Proceedings and Tax Documents.

*Arbitrage Yield Restrictions and Rebate Matters.* The Tax Documents shall be reviewed by the Compliance Officer to ensure compliance with any applicable yield restriction requirements under Section 148(a) of the Internal Revenue Code (the "Code") and timely calculation and payment of any rebate and the filing of any associated returns pursuant to Section 148(f) of the Code. A qualified rebate analyst shall be engaged as appropriate or as may be required under the Tax Documents.

*Use of Bond Financed Property.* Expectations and covenants contained in the Bond Documents regarding private use shall be reviewed by the Compliance Officer to ensure compliance. Bond-financed properties shall be clearly identified (by mapping or other reasonable means). Prior to execution, the Compliance Officer (and bond counsel, if deemed appropriate by the Compliance Officer) shall review (a) all proposed leases, contracts related to operation or management of bond-financed property, sponsored research agreements, take-or-pay contracts or other agreements or arrangements or proposed uses which have the potential to give any entity any special legal entitlement to the bond-financed property, (b) all proposed agreements which would result in disposal of any bond-financed property, and (c) all proposed uses of bond-financed property which were not anticipated at the time the bonds were issued. Such actions could be prohibited by the Authorizing Proceedings, the Tax Documents or Federal tax law.

*Continuing Disclosure.* Compliance with the Continuing Disclosure Obligations with respect to each bond issue shall be evaluated (a) to ensure timely compliance with any annual disclosure requirement, and (b) to ensure that any material events have been properly disclosed as required by the Continuing Disclosure Obligation.

Record Keeping. If not otherwise specified in the Bond Documents, all records related to each bond issue shall be kept for the life of the indebtedness associated with such bond issue (including all tax-exempt refundings) plus six (6) years.

Incorporation of Tax Documents. The requirements, agreements and procedures set forth in the Tax Documents, now or hereafter in existence, are hereby incorporated into these procedures by this reference and are adopted as procedures of the Issuer with respect to the series of bonds to which such Tax Documents relate.

Consultation Regarding Questions or Concerns. Any questions or concerns which arise as a result of any review by the Compliance Officer shall be raised by the Compliance Officer with the Issuer's counsel or with bond counsel to determine whether non-compliance exists and what measures should be taken with respect to any non-compliance.

VCAP and Remedial Actions. The Issuer is aware of (a) the Voluntary Closing Agreement Program (known as "VCAP") operated by the Internal Revenue Service which allows issuers under certain circumstances to voluntarily enter into a closing agreement in the event of certain non-compliance with Federal tax requirements and (b) the remedial actions available to issuers of certain bonds under Section 1.141-12 of the Income Tax Regulations for private use of bond financed property which was not expected at the time the bonds were issued.

**End of Exhibit B**

Board Member \_\_\_\_\_ seconded the motion and upon roll call upon the question of adoption of said resolution, the following Board Members voted AYE:

\_\_\_\_\_. The following voted NAY: \_\_\_\_\_. A majority of the Board Members having voted in favor of the adoption of said resolution, the President declared the resolution adopted.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
President of the Board of Education

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\*\*\*\*

I the undersigned Secretary for Sarpy County School District 0027 (the “Issuer”) hereby certify that the foregoing is a true and correct copy of the proceedings had and done by the President and Board of Education of said Issuer on \_\_\_\_\_, 2025; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and readily available for public inspection at the office of the Secretary; that such agenda items were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; that the said minutes from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meetings of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting; and that a current copy of the Nebraska Open Meetings Act was available and accessible to members of the public, posted during such meeting in the room in which such meeting was held.

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Secretary

## ACKNOWLEDGMENT OF RECEIPT OF NOTICE OF MEETING

The undersigned members of the governing board (the “Board”) of Sarpy County School District 0027, in the State of Nebraska (the “Issuer”), hereby acknowledge receipt of notice of a meeting of the Board and the agenda for such meeting held at \_\_\_\_ p.m., on \_\_\_\_\_, 2025, at the Papillion La Vista Community Schools Administration Office in Papillion, Nebraska.

DATED as of the \_\_\_\_ day of \_\_\_\_\_, 2025.

_____	_____
_____	_____
_____	_____

I hereby certify that \_\_\_\_\_ was absent from the meeting but that, to my personal knowledge, such member(s) received advance notice of the meeting and agenda.

\_\_\_\_\_  
Board Secretary

**Subject:** New Elementary School 17 Boundary Discussion

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:**

**Department:** Communications, Business Services

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

**Background:**

PLCS has developed two boundary concepts for Elementary 17 in partnership with RSP & Associates. The process began in October 2024 and included collaboration with internal committees, the Board of Education, and community stakeholders.

Both concepts create balanced enrollment projections between Prairie Queen (300-340 students) and Elementary 17 (280-340 students) through 2029-30. The concepts differ primarily in their dividing lines and high school feeder patterns.

Community feedback was collected through three forums with approximately 40 parents/guardians participating. A summary of these discussions will be presented at the meeting.

**Recommendation:** Discussion Only

**Responsible Person:** Dr. Christopher Villarreal

**Superintendent's Approval** \_\_\_\_\_



Signature

**RETURN TO AGENDA**

**Subject:** Superintendent's Year-End Performance Goals Update, 2024-25

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:** December 9, 2024

**Department:** Administration

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

**Background:**

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

These goals serve as the foundation for Dr. Rikli's annual Superintendent evaluation by the Board of Education during the 2024-25 school year. Dr. Rikli gave the Board a mid-year update on his progress in December. The Board will be presented with a final summary of his progress for the 2024-25 school year.

1. *Restart the District Strategic Plan*
2. *Develop Communication & Engagement Plans for District Families*
3. *Implement enhanced Curriculum, Instruction, and Technology*
4. *Expand District Staff Recruitment & Retention Strategies*
5. *Implement Plan for 2023 Bond Facility Projects*

**Recommendation:** None

**Responsible Person:** Dr. Andy Rikli

**Superintendent's Approval** \_\_\_\_\_  
Signature

**RETURN TO AGENDA**



**Papillion La Vista Community Schools**  
**Superintendent Goals, 2024-25**  
**May 12, 2025**

*These goals have been reviewed and approved by the PLCS Board of Education. The goals are based on feedback from the 2023-24 BOE Superintendent Evaluation, the 2023-24 Superintendent Survey, 2023-24 Staff and Parent Surveys, and the District Strategic Planning Goals.*

**Superintendent Goals, 2024-25**

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

**Action Steps**

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

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

May Update: The District hosted its External Accreditation Visit in January, and it was a success. Despite a snow day which interrupted the visit, all schools were visited and the feedback from the visiting team was valuable. Some of this feedback will inform the development of Strategic Planning goals. Ms. Seery plans on convening the Strategic Plan Steering Committee this summer and has already started identifying group membership. In advance of this meeting, the District has met with several groups to review the Mission and Vision Statement and provide feedback on possible planning goals. These groups included the Teacher, Classified, and Business/Elected Official Advisory Committees. The Student Advisory Committee has continued to meet monthly and has provided outstanding feedback on several key issues including communication, mental health, and efforts to improve student attendance. The student advisory group was also utilized to gather feedback about the upcoming Strategic Planning process.

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

**Action Steps**

- Develop new Liaison Lunch format to include Assistant Superintendents along with the Superintendent
- Evaluate the effectiveness of current districtwide celebrations including the Back to School event at Werner Park and the Employee Retirement/Years of Service event

- Continue Bond Communication Plan including Bond Squad series and signage at work sites
- Review structure of all internal and external District advisory committees
- Implement parent training series on topics relevant to PLCS families
- Facilitate conversation with admin team and advisory groups to improve Superintendent's visibility and enhance collaboration efforts
- Continue community outreach efforts including Discovery Tours, PLV Cares, and community listening sessions to better understand the needs of our community
- Evaluate the effectiveness of the annual District staff and parent surveys to determine if revisions are needed
- Review staff and community engagement tools including new District website, Peachjar, Class Intercom, and District app

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

May Update: The new Liaison Lunch format with the inclusion of the Assistant Superintendents appears to be a success. It provides redundancy and helps expand the visibility in our schools with the entire Cabinet. The District has tweaked its annual celebrations and plans to make a significant change to the Fall 2025 Back to School event by hosting at Foundation Field instead of Werner Park. In the area of community engagement, the Communications Office has hosted several parent-focused events that have attracted large groups and positive feedback. The Communications Office has also started a successful podcast, *Mindfulness*, that addresses high-interest topics such as student discipline and mental health. Over 17 podcasts have already been recorded with several more in the planning stages. The District made significant strides by having all 21 school identified as Purple Star schools signifying military friendliness. All District schools also received Diamond Safety status for their commitment to school security. The Communications Dept. updated all elementary school colors and logos, and has also coordinated several "pick me up" events. The District rebranded its monthly employee recognition model with a new Moments that Matter Award. Every month, one teacher and one classified staff member are selected and the Superintendent does a surprise visit to their place of work. Every quarter, an administrator is honored. The Communications Department has renegotiated a contract with Final Site which provides the District app, and a new staff survey is being developed with a likely launch in the fall of 2025. Lastly, the District processed the data from the Annual Superintendents Survey through a facilitated process with all administrators. The 2024-25 Superintendent Survey will be distributed to all administrators on May 5.

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

#### **Action Steps**

- Monitor student achievement data and make necessary steps to support lower performing schools and student subgroups
- Continue implementation of K-12 districtwide English Language Arts curriculum adoption
- Begin Toolbox process for K-12 districtwide Mathematics curriculum adoption

- Finalize plans for IDEAL School program guidelines and admission criteria
- Review District student behavior data with the Board and administrative team to determine appropriate next steps and interventions
- Begin program evaluation of districtwide Early Childhood Programs
- Close out reporting for ESSERS grant funds and identify funding sources to backfill any lost dollars for prioritized programs
- Develop plan for new Learning Community 2.0 grant funds and increased Title I funds
- Deploy new staff and student technology devices and building level printers and copiers
- Evaluate effectiveness of District branding and staff recognition strategies
- Expand the scope of District Artificial Intelligence (AI) Committee to address ChatGPT and other large-language models and develop any necessary Board policies to support the group

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

May Update: The District provided an update to the Board last fall on student achievement and saw improvement in its annual AQuESTT ratings with several schools showing significant improvement. Overall, the District received a "Great" statewide rating which is the second-highest rating possible. Implementation of the new English/Language Arts curriculum continues to go well with near-universal praise from our teachers. The CIAT Team has also finalized several program reviews including the IDEAL School and Early Childhood programs. Several significant changes were made that will impact student learning and opportunities in the coming years. The District is also finalizing the Technology Audit and those results will be shared with the Board in the coming months. New student devices have been approved by the Board and will be deployed in the fall. The District has finalized its Learning Community grant and has hired for both positions (Attendance Specialist and Literacy Specialist), so the focus will shift towards implementation. Student behavior continues to be a major theme among staff, and it is a topic that has been discussed several times with multiple groups including the Superintendent's Advisory groups. The District has added staff, including the Learning Community grant positions, and has budgeted for additional school psychologist time. The District has also begun hiring registered behavior techs (RBTs) to better support student behavior needs. A relationship with STRIVE 360 has also been expanded to provide a program for students whose behavior needs can't be adequately addressed in the regular classroom.

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

##### **Action Steps**

- Develop new strategies in difficult to fill positions such as paraeducators, food service, and specialized teaching positions
- Evaluate effectiveness of the new compensation model for Student Teachers and the staff retention/recruitment stipends
- Discuss possible teacher recruitment and retention strategies with BOE as part of the negotiations process.

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

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

May Update: The District has made significant strides attracting and retaining talent. The District started the school year with no unfilled teacher positions. Classified positions, including paras, remain difficult to fill but the number of unfilled openings is less than previous years. The HR Team continues to work with area colleges and universities on para-to-teacher programs to help attract and retain top talent. Likewise, there were several administrative positions to fill through retirement or career advancement including the Director of Student Services, and the principal positions at Rumsey Station, Prairie Queen, Carriage Hill, and the new elementary school. The District also hired Stephanie Hoelsing to replace Dr. Deb Anderson as the new Supervisor of Mental Health. As of this writing, all administrative positions have been filled. Dr. Rikli has continued his practice of meeting with all administrators at least once per year to discuss building goals, professional goals, and succession planning priorities. The new Director of Buildings and Grounds transitioned into his role second semester and has done well. Dr. Inzerello served as the interim Director first semester and helped keep maintenance and building projects on track. Dr. Voisin and Dr. Steele will both complete their time in the Midstates Superintendent Academy, and it has been an outstanding professional development and networking opportunity. Significant progress was made in employee negotiations, and teacher group settled for over 4.5% total package. The Wage Stream app is being offered to all employees this spring and provides staff with an optional online tool for saving, financial planning, and flexible pay periods.

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

### **Action Steps**

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

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

May Update: Much progress has been made on the 2023 Bond initiative. Construction at the YATP Building and the new elementary school has gone well and the projects at Tara, Trumble, Parkview, and Hickory are on schedule. Building work at PMS, LVMS, Bell, and Portal will start this summer and take approx. 18 months to complete. Expansion projects at PLHS and PLSHS have started, and the new media room at PLHS had its ribbon-cutting this winter. The boundary setting process for elementary school 17 has proceeded according to plan with three community engagement sessions attracting approximately 40 people. The next step in the process will be to share the boundary scenarios and community feedback with the Board of Education which will likely happen in May with possible adoption in June. The Board also approved the new SRO Supervisor position in collaboration with the Papillion Police Department. Dr. Villarreal and Dr. Rikli will participate in the interview process with the police department to select the best candidate. The DIMIT (District Incident

Management Team) has experienced significant turnover with the retirement of Dr. Anderson and Dr. Steele leaving for another District. Ms. Hoelsing will fill Dr. Anderson's role, and new Director of Student Services Missy Stolley will fill Dr. Steele's role. Dan Kauk will join the team this summer to provide the perspective of Buildings/Grounds.

**Subject:** Policy 4000 Series – Personnel

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:** April 28, 2025, Board Meeting  
May 5, 2025, Sub Committee Meeting

**Department:** Human Resources

**Action Desired:** Approval\_\_\_\_\_Discussion\_\_\_X\_\_\_Information Only\_\_\_\_\_

**Background:**

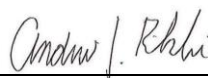
Board members and the HR team has reviewed *Series 4000 – Personnel* board policies and the following policy changes are recommended:

- #4002 Equal Opportunity Employment: Adds reference to Board Policy 1001
- #4017 Behavior and Mental Health Training: Minor change
- #4022 Travel by Personnel: Minor change
- #4030 Employee Absences: Minor change
- #4032 Military Leave: Minor fix with policy number
- #4033 Accumulated Leave and Personal Leave: Minor change
- #4035 Vacation and Holidays: Minor change
- #4039 Leave Without Pay: Moves leave without pay statement to the beginning of the paragraph
- #4102 Qualifications for Appointment as a Teacher: Utilizes KSB language
- #4114 Summer Teachers: Minor change

**Recommendation:**

**Responsible Person:** Ms. SuAnn Witt/Dr. Kati Settles

**Superintendent's Approval** \_\_\_\_\_



Signature

**RETURN TO AGENDA**

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4002 Equal Opportunity Employment**

It is the policy of Papillion La Vista Community Schools to employ the best qualified applicant for each position without regard to race, color, national origin, religion, sex, age, marital status, physical or mental disability, genetic information and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, age, marital status, disability, genetic information, or national origin.

There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

[See Board Policy 1001 for a listing of all district non-discrimination rules and procedures.](#)



**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4017 Behavior and Mental Health Training**

All public school employees who interact with students and any other appropriate personnel are required to complete at least one hour of behavioral and mental health training with a focus on suicide awareness and prevention training every year. The superintendent will determine the appropriate personnel required to receive the training. The materials for this training must be included in the Nebraska Department of Education's list of approved training materials.

These employees must complete the annual training designated by the school district or superintendent by the due date assigned ~~or within 30 days of their initial employment, whichever is later~~. Failure to complete this training may subject the employee to employment-related discipline.

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy:** 4022 Travel by Personnel

All authorized travel by district employees will be based upon the state approved rate and will be within the guidelines of the Local Government Miscellaneous Expenditure Act. Other travel arrangements should be approved in advance by the Superintendent or Assistant Superintendent of Human Resources. Travel outside the state and beyond the Metro Omaha area will be subject to the discretion of the Board or Superintendent. ~~approval.~~

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4030 Employee Absences**

An employee who finds it necessary to be absent from duty shall notify the employee's immediate supervisor in advance of such absence and give the reason for the absence (sick, personal, vacation, etc.), and the anticipated length of absence. Employee handbooks specific to each employee type provide detailed procedures to help employees comply with this policy.

Employees requesting leave to perform other duties for which they will be compensated (jury duty, court witness, consulting, etc.) shall be required to remit to the District either the compensation received beyond expenses or their district wages for the time missed or they may use personal or vacation leave if available.

Absence ~~or suspension~~ from duty of any employee shall result in loss of pay for the period of absence, when designated leave is not available, or suspension except as otherwise provided by these policies or law.

An employee may be placed on leave by administration.

A substitute may not be hired by any employee to take over his/her duties. In no instance may an employee make personal arrangements to pay a substitute to perform their duties.

Employees may not be absent from their respective assignment during duty hours except by permission of their immediate supervisor or the Assistant Superintendent of Human Resources. Employees shall follow check out procedures when leaving during the duty day.

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy:** 4032 Military Leave

The District recognizes the civic responsibility of military service and permits time off work for employees to fulfill military obligations. Military leave and family military leave will be granted in accordance with state and federal law.

Employees must notify the Superintendent or the Assistant Superintendent of Human Resources as soon as they receive notification of activation.

The employee who is requesting a military leave of absence is responsible for documenting their request to the District as soon as military orders are received. The employee must submit a copy of the military orders to the District.

Employees requesting to take family military leave must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Leave for military family members will be provided under the Family and Medical Leave Act (FMLA) in accordance with that law and subject to Board Policy ~~No. 4031~~4010 pertaining to FMLA Leave.

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4033 Accumulated Leave and Personal Leave**

Paid leave for accumulated leave will be earned by full-time and part-time employees on the basis of one (1) day for each month of the employee's yearly contract. Accumulation levels will be outlined under accumulated leave procedures within negotiated agreement and employee handbooks for each employee group. After three (3) consecutive days of illness or in the event of on-going absences, the employee's administrative supervisor may request a physician's certificate before granting additional accumulated leave.

Personal leave is treated as a part of the earned accumulated leave. Specific guidelines vary and are outlined in each negotiated agreement.

When an employee separates from the District due to retirement, resignation or termination, specific guidelines related to the purchase of unused/employee accumulated leave, if and where applicable, will be outlined in the negotiated agreement and/or the employee handbook for the employee group.

Personal leave is available as a component of accumulative leave. An employee shall submit the request for personal leave ~~in writing~~ to his/her supervisor/principal. The personal leave guidelines will be found in each employee group's negotiated agreement and handbook which are posted on the District's website

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4035 Vacations and Holidays**

For employees not governed by negotiated agreement, the Superintendent will determine vacation leave based upon current practice in comparable school districts. In no event will an employee earn vacation leave in excess of 20 days in any one year. All employees who qualify for vacation leave may accumulate up to, but no more than, 1 1/2 times their annual earned vacation.

All vacation leave requestss must be approved by the Superintendent or theirhis/her designee. A record of days earned, approved and used will be maintained.

All vacation leaves is are encouraged to be taken prior to the termination of employment. If an employee is unable to use all vacation time prior to leaving or dies with vacation due, the vacation time shall be paid at a per diem rate to the individual or if applicable to the beneficiary. Any exception to these rules must be approved by the Superintendent.

The following ten (10) paid school holidays have been established. Qualifying employees will be compensated at their hourly or per diem rate for only those holidays that occur during the designated work/year calendar for their group.

- Labor Day
- Thanksgiving Day
- Friday Following Thanksgiving Day
- Day Before or After Christmas (determined by District)
- December 25
- Day Before or After New Years (determined by District)
- January 1
- A designated Friday in the spring of Spring Vacation
- Memorial Day
- July 4

**Series Name:** 4000 - Personnel

**Topic:** 4000 - All Employees

**Policy: 4039 Leave without Pay**

The District discourages the use of leave without pay for family or personal vacations and/or family or spousal business trips.

Requests ~~f~~For leave without pay will be considered on an individual basis. Factors for determination will include the amount of leave time requested, the frequency of the employee request for leave without pay, the availability of a substitute (if necessary), the effect of leave and timing of the leave request on the educational program, and any other factors deemed relevant by the administration. Requests for an extension of leave without pay after a medical leave has expired will also be considered on an individual basis. ~~The District discourages the use of leave without pay for family or personal vacations and/or family or spousal business trips.~~

The initial approval or denial will be made by the immediate supervisor. The supervisor's recommendation will be submitted to the Assistant Superintendent of Human Resources for final determination.

If a request for leave is denied and the individual takes unauthorized leave or the employee takes more leave than the amount authorized by the District, the employee's actions shall constitute neglect of duty, insubordination, and conduct which interferes substantially with the continued performance of the employee's duties.

**Series Name:** 4000 - Personnel

**Topic:** 4100 - Certificated Employees

**Policy: 4102 Qualifications for Appointment as a Teacher**

~~To be eligible for appointment as a teacher, an applicant must have a minimum of a bachelor's degree from an accredited or approved college or university and have a current teacher certificate from the State of Nebraska Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.~~

All educators must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements. Certified employees are required to maintain all their endorsements, and may not permit any endorsement to lapse or remove it from their certificates. The Board or Superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.



**Series Name:** 4000 - Personnel

**Topic:** 4100 - Certificated Employees

**Policy: 4114 Summer Teachers**

Certified employees required to teach under contract during extended sessions or during the summer months shall be paid on a per diem basis of 1/190 of their existing position on the salary schedule. Summer staff employed without contract in adult education programs, summer school or curriculum development will be paid a negotiated hourly wage.

**Subject:** Review Policy 5000 Series - Students

**Meeting Date:** May 12, 2025

**Prior Meeting Discussion Date:**

**Department:** Human Resources

**Action Desired:** Approval\_\_\_\_\_Discussion\_\_\_\_\_Information Only\_\_\_\_\_X\_\_\_\_\_

**Background:**

Board Policy 5000 - Students is due for the annual review. Based upon the review of this policy, if there would be recommended revisions, discussion would be held at the June 19 2025, Board meeting. Any changes would be acted at the June 23, 2025, meeting of the Board.

**Recommendation:** Review only

**Responsible Person:** Dr. Kati Settles

**Superintendent's Approval** \_\_\_\_\_  
Signature

**RETURN TO AGENDA**