

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

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

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

Nebraska Open Meetings Law: Posted at entrance to room.

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

I. Call to Order

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

II. Communications (*Reports and Celebrations*)

- A. Recognition: PLCS NJROTC – U.S. Navy’s 2025 Most Improved Unit – Area 15
- B. Military Advisory Report: Lieutenant Colonel Joseph Andersen
- C. Reports
 - 1. Superintendent’s Report
 - 2. Board Member Reports
- D. Committee Reports
 - 1. Buildings, Grounds, & Finance
 - 2. Human Resources & Student Services
 - 3. Curriculum & Americanism
- E. Public Comment for Items on the Agenda*
Requests to speak to items on the agenda will be heard when the agenda item is presented for discussion

III. Action Items (*Motion Needed*)

- A. Action by Consent
 - 1. Approval of Meeting Agenda
 - 2. Finance
 - 3. Out-of-State Travel
 - 4. Personnel
 - 5. Board Meeting Minutes of July 10, 2025
- B. Policy 6000 (General Operations)
- C. Elementary 17 Boundaries and Grandfathering (General Operations)
- D. Elementary 17 Naming (General Operations)
- E. 2025-26 Student Fees Approval and Hearing Minutes of July 10, 2025 (General Operations)

IV. Discussion/Information Items

- A. Policy 7000 - Construction (General Operations)
- B. 36th St Land Parcel (General Operations)
- C. Custodial and Warehouse Tentative Agreement (Goal # 3)
- D. Maintenance Tentative Agreement (Goal # 3)

V. Public Comment for Items Not on the Agenda*

During this time the Board will listen only to all comments and will not answer questions or engage the speaker as required by the Nebraska Open Meetings Law.

VI. Future Board Calendar

August 7, 2025	All Staff Kickoff @ Foundation Field
August 11, 2025	YATP Ribbon Cutting @ 4pm
August 11, 2025	Board of Education Meeting @ 6:00pm – Central Office
August 12, 2025	First Day of School
August 16, 2025	PLCS Foundation Back to School Soiree

VII. Adjournment

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

***Public Comment Categories: Items on the Agenda and Items Not on the Agenda:** Comments may take place as provided on this agenda. Individuals wishing to address the Board must complete the appropriate *Guidelines for Public Comment Form* with the date, topic, name, address and organization representation (if appropriate) and give it to the Board Clerk prior to the initial Call to Order. When called upon by the presiding officer, the individual shall proceed to the podium and state their name and address. An individual may not exceed three (3) minutes and total time for all individuals who want to speak shall not exceed 30 minutes per category unless a majority vote of the Board approves extending allocated time. This time for public comment shall not be used to address specific individual student discipline or employee performance issues. Complaint and grievance processes are in place to deal with issues of this nature.

Information may also be shared with the Board through email. Contact information is located on the district webpage: <https://www.plcschools.org>

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
FINANCIAL STATEMENT
06/03/25**

BEGINNING G/L BALANCE AS OF 6/1/2025		23,078,389.30
REVENUE:		
State Aid		2,126,123.00
Property Taxes Sarpy		2,024,016.91
Douglas Taxes		89.70
Special Ed		5,442,761.00
Grant Revenue		0.00
MIPS/MAPS		0.00
Interest Earned on Bank Accounts		137,364.51
School Lunch Program Receipts		271,696.75
Tuition Express (preschool tuition)		669.63
Misc. Items		86,456.72
	TOTAL REVENUE	\$10,089,178.22
DISBURSEMENTS:		
Payroll		5,743,271.34
Payroll Taxes		2,023,797.19
Vendor Payments/Mileage Reimb. General Fund		3,782,373.51
Payflex Fees		835.20
Health Savings Acct.		38,087.86
Retirement ACH		1,521,221.61
	TOTAL DISBURSEMENTS	13,109,586.71
ENDING BALANCE AS OF 06/03/25		20,057,980.81

Treasurer

RETURN TO AGENDA

PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
BOND FUND FINANCIAL STATEMENT
06/30/25

BOND FUND #3

Balance6/1/2025 \$ 7,222.94

REVENUE:

Sarpy County Property Tax	0.56	
Interest	23.96	
Deposit	0.00	
Internal Transfer		
TOTAL REVENUE		\$ 24.52

DISBURSEMENTS:

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

ENDING BALANCE THRU 6/30/2025 \$ 7,247.46

BOND FUND #4

Balance6/1/2025 \$4,252,840.13

REVENUE:

Sarpy County Property Tax	62,847.27	
Interest	14,231.83	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE		\$ 77,079.10

DISBURSEMENTS:

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

ENDING BALANCE THRU 6/30/2025 \$ 4,329,919.23

BOND FUND #5

Balance6/1/2025 \$3,982,241.09

REVENUE:

Sarpy County Property Tax	69,941.79	
Interest	13,348.33	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE		\$ 83,290.12

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer	0.00

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 6/30/2025 \$4,065,531.21

BOND FUND #6

Balance6/1/2025 \$4,441,219.43

REVENUE:

Sarpy County Property Tax	128,709.56
Interest	14,987.48
Internal Transfer from bond 7	0.00
Deposit	0.00

TOTAL REVENUE \$ 143,697.04

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer	0.00

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 6/30/2025 \$4,584,916.47

BOND FUND #7

Balance6/1/2025 \$1,654,103.47

REVENUE:

Sarpy County Property Tax	58,982.63
Interest	11,068.87
Internal Transfer	
Deposit	1,704,751.92

TOTAL REVENUE \$ 1,774,803.42

DISBURSEMENTS:

Principal/ Interest Payments	0.00
Internal Transfer to Bond 6	0.00

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 6/30/2025 \$3,428,906.89

RETURN TO AGENDA

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

BUILDING FUND

Beginning Balance 6/01/2025 2,939,858.50

Receipts:

Tax Revenue - Sarpy County/LC	23,600.80
Interest	9,158.96
Internal Transfer	0.00
Misc. Deposits - NDE Deposit	0.00

	32,759.76

Disbursements:

A/P Checks	4,000.00
Internal Transfer	0.00

	4,000.00

Ending Balance 6-30-25 Per G/L 2,968,618.26

CONSTRUCTION FUND

Beginning Balance 6/01/2025 6,801,232.00

Receipts:

Tax Revenue - Sarpy County/LC	0.00
Interest	204,555.69
Bond Refunding/Misc. Receipts	56,510,787.08
Internal Transfer from gen fund	0.00

	56,715,342.77

Disbursements:

A/P Checks	5,579,315.51
Internal Transfers To Gen Fund	0.00
Investing Fees	
Transfer to Five Points	6,100,000.00

	11,679,315.51

Ending Balance 6-30-25 Per G/L 51,837,259.26

Treasurer

RETURN TO AGENDA

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

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Dr. Christopher Villarreal	September 24 - 25, 2025 Little Rock, AR	School CEO Conference	\$998.33 (G)	\$0.00
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF Estimated General Fund Expenditures				
Matthew Rom, Colin Frye, Christian Gray, Nate Brown, Hannah Rothermund, Brooke Winsor, Sarah Wilhelm, Ashley Salem (Schnabel), Omar Khayati, Landon Kirts, Anna Leahy, Andrew Peters, 15 Chaperones & 175 Students	October 4-5, 2025 Des Moines, IA	Bands of America Iowa Regional Contest	\$30,422.00 (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
July 28, 2025**

Resignations

Brandy Nelson	Music	Rumsey Station
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New Contracts

Kennedy Hosterman	1st Grade	Portal Elementary
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Kennedy received her Bachelors from the University of Nebraska Omaha in May 2025. She completed student teaching in the Spring of 2025 with Papillion La Vista Community Schools. Kennedy is a PLCS graduate.

Kelsea Heesacker	Kindergarten	Bell Elementary
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Kelsea received her Bachelors from Wayne State College in May 2016. She is currently a Kindergarten Teacher at Sarasota County Schools in Florida.

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
July 10, 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 6:13p.m., Thursday, July 10, 2025, following the Student Fees Hearing. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, July 2, 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 called the meeting to order. Ms. Witt publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room and led the group in the Pledge of Allegiance, prior to the Student Fees Hearing.

Roll call was taken. Board members present were: Mr. Brian Lodes, Ms. Elizabeth Butler, Mr. Marcus Madler and Ms. SuAnn Witt.

A motion was made by Mr. Lodes and seconded by Mr. Madler to approve the absence of Mr. Skip Bailey and Ms. Lisa Wood from the July 10, 2025, board meeting. Roll call vote was taken. Ayes: Butler, Madler, Witt, Lodes. Nays: None. Motioned carried.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube. Dr. Rikli thanked the community and Board for understanding the change in date for the Board Meeting to have a quorum.

Dr. Rikli discussed Elementary 17 and the timeline for approval of the boundaries, grandfathering provisions and name of the school.

Dr. Rikli shared the conclusion of the 2025 Summer School program for Elementary and Secondary levels.

Dr. Rikli stated the summer is a busy time for 2025/26 budget development and completion of our facilities, including the new YATP building opening in August 2025.

Dr. Rikli shared the first day of school is August 12, 2025, and the Foundation Back to School Soiree Gala is Saturday, August 16, 2025.

Dr. Rikli shared the loss of Scott Billings, the district's Accounting and Purchasing Coordinator, earlier this month.

Board Comments

Ms. Witt thanked the community for understanding the change in meeting date to accommodate the need for a quorum. Ms. Witt stated that her and Mr. Bailey attended the 55th Mission Support Group Change of Command Ceremony for Colonel Kolesiak. Ms. Witt stated his replacement will be Colonel Mark Russell.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported the committee had met on July 2. Agenda items discussed were the student fees pertaining to the Student Fees Hearing. Mr. Madler stated they began discussion on the 2025-26 Budget. Mr. Madler reported discussions on Elementary 17 boundaries and naming.
- HR & Student Services Committee: Mr. Lodes reported the committee had not met.
- Curriculum and Instruction Committee: Ms. Witt stated their isn't current representation and Ms. Shureen Seery reported the committee had not met.

Action Items

A motion was made by Mr. Madler and seconded by Mr. Lodes to approve the Action by Consent Items: The meeting agenda, bills, out of state travel, personnel items, the Board meeting, Parental Involvement Hearing, and Wellness Hearing minutes of June 23, 2025. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Witt, Lodes and Butler. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Mr. Lodes to accept the Policy 5000 – Students changes to policies 5008, 5208, 5209, 5210, 5211, 5212, 5213, 5403, 5601, 5602, 5603, 5604, 5606 and 5610 as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Lodes, Butler and Madler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Butler to approve district handbooks for the 2025-26 school year. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Butler, Madler and Witt. Nays: None. The motion carried.

Discussion/Information Items

Ms. Shureen Seery and the Board of Education Sub Committee on Americanism met on June 19, 2025, to discuss and validate that the District is in compliance with Statute 79-724. The signed Statement of Assurance by the members of the Americanism Committee was shared. The Multiculturalism and Americanism Statement of Assurance was presented by Ms. Seery. The District and Nebraska Department of Education Rule 10 require an annual report to the Board. Some of the ongoing efforts related to multicultural education are: Curriculum Toolbox, Building Administrator Statement of Assurance, LEP Plan, New Staff Orientation, and PBiS.

Ms. Shureen Seery shared the proposed changes to the Policy 6000 – Instruction series. Policies 6404, 6702, 6203, 6901 have recommended changes. Action will take place at the July 28 board meeting.

Dr. Rikli introduced Dr. Villarreal, via video presentation, on the naming process for Elementary 17. Dr. Christopher Villarreal shared a presentation on the naming conventions surrounding the decision for names that include Geography, History and Patriotism. Dr. Villarreal stated that based on these guidelines the two potential name choices for Elementary 17 are Lincoln View Elementary and Granite Elementary. Action will take place at the July 28 meeting. Mr. Madler shared his appreciation for the presentation and stated that he is in favor of Lincoln View Elementary. Mr. Lodes expressed his thoughts on the process for choosing a name and stated his preference is Lincoln View Elementary. Ms. Butler expressed that she is open to both names. Ms. Witt expressed that Lincoln View Elementary is more neutral for a name, and also her preference.

Communication

No Public testifiers testified.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 6:46pm.

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

Subject: Policy Series 6000 - Instruction

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: American Civics Subcommittee-- June 16, 2025
Board Meeting – July 10, 2025

Department: CIA

Action Desired: Approval Discussion Information Only

Background: Board Policy 6000 - Instruction is due for the annual review. The following is a summary of the policy changes recommended:

Policy Changes: 6404, 6702, 6203, 6901

See the attached table for details and explanations.

Recommendation: Motion to approve policy updates to policies 6404, 6702, 6203 and 6901 as presented.

Responsible Person: Shureen Seery

Superintendent's Approval Andrew J. Rikli
Signature

RETURN TO AGENDA

**Documented Changes to 6000: Policy Changes Only
July 2025**

Policy #	Reason/Why	Snapshot of Proposed Change
6801 Conducting Research	<ul style="list-style-type: none"> Updates to Procedure Only. Aligning survey language to match new law. 	<p>2. Refer to BOE Policy 5213 for student participation in surveys.</p> <p>Active/Positive parent/guardian consent will be required for student questionnaires, opinionnaires, surveys, interviews and other assessments which include one or more questions regarding, or which may reveal information concerning:</p> <p>a. political affiliation or beliefs of the student or the student's parent;¶ b. mental and psychological problems potentially embarrassing to the student or the student's family;¶ c. sex behavior and attitudes;¶ d. illegal, anti-social, self-incriminating or demeaning behavior;¶ e. critical appraisals of other individuals with whom the student has close family relationships;¶ f. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;¶ g. religious practices, affiliations or beliefs of the student or the student's parent; or¶ h. income.</p> <p>a. sexual information; b. mental health information; c. medical information; d. information on health-risk behaviors; e. religious information; f. information of political affiliation; g. information relating to drug, vape, alcohol, or tobacco use; h. critical appraisals of other individuals with whom the student has close family relationships;</p>
6404 Parent Involvement	<ul style="list-style-type: none"> Add reference to 5213 for transparency with surveys and parents rights. Update to meet requirements of the law. 	

		<p>Policy: 6404 Parental Involvement in Educational Practices</p> <p>The Superintendent shall develop, implement and annually review administrative procedures regarding parent(s)/guardian(s) being informed of the educational practices that may affect their children. This shall include parent(s)/guardian(s)'s rights relating to access to the schools, testing information, and curriculum matters.</p> <p>These procedures shall reflect our strong support for working with parent(s)/guardian(s) and families, respect parent(s)/guardian(s) rights and responsibilities regarding their values and beliefs, respect all students' right to privacy and confidentiality, and support a positive classroom environment and teacher's responsibilities for instructional activities.</p> <p>See policy 6801 for information on parents' rights to information on students participating in surveys.</p>
6702 Continuous Improvement Plan	<ul style="list-style-type: none"> Update language from Cognia to NDE Continuous Improvement Process. Update procedure to match change in policy. 	<p>Policy: 6702 Accreditation and Evaluation of Instructional Program</p> <p>Accredited schools must comply with 92 NAC 10, the rules and regulations which govern standards and procedures for the accreditation of all public schools and any nonpublic schools that request state accreditation. Districts/schools may also choose to be accredited by the Nebraska Department of Education Continuous Improvement Visit along with the Rule 10 Assurance Statements. Cognia's Global Commission Performance Standards for School Systems.</p>
6203	<ul style="list-style-type: none"> Driver's ED 	Eliminate Policy, program is now outsourced through ESU#3
6207 Concussion Protocol	<ul style="list-style-type: none"> Updates to Procedure Only 	<p><u>Procedure 6207</u> Training</p> <p>The Superintendent or designee shall make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams and designated activity sponsors. require all coaches and trainers to complete a training course approved by the Chief Medical Officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.</p> <p>Education</p> <p>The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and the students' their parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:</p>

<p><u>6901</u> Data Breach</p>	<ul style="list-style-type: none">• Additional Policy recommended, would be new to the series.	<p style="text-align: center;">6901 Data Breach Response</p> <p>Policy:</p> <p>A data breach is an instance in which personal information as defined by state law or personally identifiable information as defined by federal law is released or accessed in an unauthorized manner. The district will implement and maintain reasonable security procedures and practices that are appropriate to the nature and sensitivity of the personal information handled by the district.</p>
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Series Name: 6000 - Instruction

Topic: 6800 - Research

Policy: 6801 Conducting Research

Any person conducting research projects involving staff, students, or facilities of the Papillion La Vista Community Schools must submit a request in writing to the Director of Assessment, and receive approval.

Procedure 6801

- A. Requests for permission to conduct research in the Papillion La Vista Community School District will follow Board of Education Procedures 6801. Research plans should be shared with the applicant's building administrator and Director of Assessment. Requests must be submitted in writing to the Director of Assessment using the Request to Conduct Research Form. All requests should be submitted at least one month prior to the study initiation date.
- B. The applicant will be notified in writing as to whether or not the request has been approved. If the request is approved, the applicant may proceed with the study. Participation by school and individual teachers in approved studies is voluntary. Schools and teachers may ask to see the letter of approval before agreeing to participate. If the request is not approved, the applicant may revise and resubmit the request to the Director of Assessment. An ad hoc Research Review Committee may be used to determine appropriateness of the study.
- C. Priority will be given to research that is of interest and pertinent to the Papillion La Vista Community Schools.
- D. Upon completion of the study, the primary researcher shall provide the Director of Assessment with a summary of the results.
- E. Upon completion of the study, the primary researcher shall destroy any and all records that contain personally identifiable information.
- F. The applicant shall provide the Director of Assessment with advance copies of all articles and all presentations at national or regional conferences based on research conducted exclusively in the district or in which the district is identified.
- G. The primary researcher must make data collection instruments available for review by parents/guardians of students involved in the research prior to the administration of those data collection instruments. The data collection instruments must also be available for review for a reasonable period of time following the administration of those instruments.
- H. The district may require reimbursement for the costs associated with compiling information and data. The costs can include, without limitation, staff time, computer time, and materials.
- I. Reasons for declining or need for revision of research proposal include, without limitation, the following:
 1. Missing information on the application.
 2. Arrangements of obtaining consent of parents/guardians are either missing or determined not adequate to ensure informed consent.
 3. Too much instructional time is required.
 4. Too much teacher, administrator and office time is required.
 5. The research includes a student activity or data collection that is not developmentally appropriate or that may put a student at risk.

6. The research includes a student activity or data collection that conflicts with the curriculum and instructional plan for the Papillion La Vista Community Schools.
7. Procedures to insure the confidentiality of responses are either missing or inadequate.
8. The research conflicts or interferes with the district data collection process or a research project that has previously been approved.
9. The content of the research is either objectionable or is judged not appropriate for a school setting.
10. The proposed research activities are scheduled for either the first or last month of the school year. Only under exceptional circumstances will studies be approved for the first or last month of the school year.
11. The request was received too late in the school year or without enough lead time to reasonably allow for review before the study was to begin.
12. Proposed research is controversial or shows signs of leading toward a preconceived belief.
13. Interview situations with students do not define procedures including a plan to have at least one other persons present at the interview.
14. Protection of student anonymity and security of documents is not clearly defined.

A- Types of Consent for Research:

1. **Signed parent consent (active/positive):** The researcher must have a signed parent permission slip for each student who is involved. **“Active/Positive Consent”** is used when; (a) using Special Education students, (b) the researcher is asking questions that infringe on family privacy, (c) the researcher is videotaping or photographing subjects, (d) there is potential of more than minimal risk, or (e) the researcher so chooses. These letters may be distributed by first class mail, the district’s electronic mail system or, upon consent of the school, could be hand carried by students.
2. [Refer to BOE Policy 5213 for student participation in surveys.](#)

Active/Positive parent/guardian consent will be required for student questionnaires, opinionnaires, surveys, interviews and other assessments which include one or more questions regarding, or which may reveal information concerning:

- a. ~~political affiliation or beliefs of the student or the student’s parent;~~
- b. ~~mental and psychological problems potentially embarrassing to the student or the student’s family;~~
- c. ~~sex behavior and attitudes;~~
- d. ~~illegal, anti social, self incriminating or demeaning behavior;~~
- e. ~~critical appraisals of other individuals with whom the student has close family relationships;~~
- f. ~~legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;~~
- g. ~~religious practices, affiliations or beliefs of the student or the student’s parent; or~~
- h. ~~a. income;~~

- a. sexual information;
- b. mental health information;
- c. medical information;
- d. information on health-risk behaviors;
- e. religious information;
- f. information of political affiliation;
- g. information relating to drug, vape, alcohol, or tobacco use;
- h. critical appraisals of other individuals with whom the student has close family relationships;

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Commented [1]: This reflects the language used in the new sample policy and also includes the last three stipulations in our current policy.

The document found at the link below provides a comparison for your reference.
<https://docs.google.com/document/d/1vdZhAyqrAIPFU DjO20q3QwRNRWfP5hn9IZdDsb1Ylp4/edit?usp=sharing>

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- i. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
- j. income.
- k. or any other information that the school board deems to be sensitive in nature

The consent form shall give parents and students notice of their right to not participate in such surveys and the right to withdraw at any time during the study without penalty.

3. **Informed parent consent (passive/negative):** The researcher must adequately inform each parent of the research activities, but only obtain parent signatures for those students whose parents do not want them to participate. **“Passive/Negative Consent”** may be used when methods/procedures involve minimal risk.
4. **No parent permission:** The research activities are initiated/sponsored by Papillion La Vista Community School District and/or the research activities do not involve direct student participation and are considered part of the applicant’s district responsibilities. In some instances, this might apply to “on the shelf” date.

B. Components of a Consent Form

1. **Identification:** The researcher’s name and the nature of the researcher’s affiliation with the Papillion La Vista Community School District and building/classroom location of the study should be stated in the first paragraph.
2. **Invitation:** An invitation for the person/student to become a research subject should be offered, not a request that is in the nature of a requirement or demand.
3. **Purpose:** A statement that the study involves research and a clear explanation of the overall purposes of the research.
4. **Procedures:** Give a description of specifically what the participation will involve.
5. **Risks or Discomforts:** A clear description of any reasonably foreseeable risks or discomfort to the subject. If there are no risks or discomforts, then include a statement to the following effect: "There are no anticipated risks in this study."
6. **Benefits:** A clear description of any benefits to the subject or to others that may reasonably be expected from the research. If there is no direct benefit to the subject, include a sentence to the following effect: "Although there will be no direct benefit to you for taking part in this study, the researcher may learn more about ____."
7. **Confidentiality:** A clear statement of how the confidentiality of private data identifying the subject will be maintained.
8. **Disclaimer:** A clear statement that participation is voluntary, and the subject is free to refuse participation altogether or discontinue it at any time. The choice to participate or not to participate will not impact any relationship with the researcher nor the institution (In the case of a student, it will not impact the grades or status at school.)
9. **Signature:** Dated signature of participants and/ or parent/guardian

Elements of Informed Consent for the Papillion La Vista Community School District

Sample: **Passive/Negative Consent to Use Data**
Example Only---Do not copy verbatim.

Note: Similar format should be used for adult subjects. Informed consent is part of the research application process. Your building administrator must approve the letter before it is part of the application. Once edited, the letter should be distributed on school or district letterhead.

Date:

Dear Parent:

My name is **(teacher name)** and I am your student's physical education teacher at **(teacher's school)**. I am taking courses towards **(course or degree)** at **(college or university)**. As part of my coursework I am researching how music affects student participation in exercise.

As part of our regular class activities, students will listen to a variety of music types (classical, jazz, rock, country) for one week each as they complete exercises. The exercises that they will be participating in are a normal part of our physical education program in the Papillion La Vista Community Schools. During their exercise I will be making observations. At the end of each week I will ask them to fill out a short survey on how they liked exercising to that type of music.

As part of my research study, I would like to use the survey results and student observations. Student names and identifying information will be removed from the data collected to protect confidentiality in my report. You may contact me by email **(your school email address)** if you have additional questions or if you would like to see a copy of the survey.

[Helpful hint: Paragraph 2 informs parents about regular class activities. All students participate in the PLV curriculum and class activities. You are not asking for permission to have their student do regular classwork. In contrast, paragraph 3 seeks permission to use the results of regular classwork in your research.]

The intended benefit for the students is to add rhythm to the exercises and to make the activity more enjoyable. There are no expected risks, beyond normal physical education activity as a result of this study.

My observations will not become part of your student's school record. They will be kept in a secure location and destroyed at the end of my study.

In the space at the bottom of this page, please indicate if you **do not** want your student's data included in my report and send this letter back to the school. No response is required if you are permitting your student's data to be used for my coursework.

I do not want my student's data used in this study.

Student Name: _____ Parent Signature: _____

Elements of Informed Consent for the Papillion La Vista Community School District

Sample: **Passive/Negative Parent Consent for Student Participation**
Example Only---Do not copy verbatim.

Note: Similar format should be used for adult subjects. Informed consent is part of the research application process. Your building administrator must approve the letter before it is part of the application. Once edited, the letter should be distributed on school or district letterhead.

Date:

Dear Parent:

My name is **(teacher name)** and I am your student's physical education teacher at **(teacher's school)**. I am taking courses towards **(course or degree)** at **(college or university)**. As part of my coursework I am researching how exercise affects student heart rate.

For this study, students that participate will wear heart monitors as they complete exercises. The exercises that they will be participating in are a normal part of our physical education program in the Papillion La Vista Community School District. During their exercise I will be making observations and collecting the heart monitor data. At the end of the study I will ask participating students to fill out a short survey on how they felt about wearing a heart monitor during exercise. You may contact me by email **(your school email address)** if you have additional questions or if you would like to see a copy of the survey.

The intended benefit is for the physical education teaching profession. Students will benefit by monitoring their heart rate and their progress in staying in the active zone. There are no expected risks, beyond normal physical education activity as a result of this study.

Your student's participation in the heart rate monitor research is completely voluntary. You may decline to have your student participate, if you wish. If you do decline, your student will be participating in the physical education exercises without a heart rate monitor.

If your student participates, the heart monitor data and my observations will not become part of your student's school record. They will be kept in a secure location and destroyed at the end of my study. Student names and identifying information will be removed from the data collected to protect confidentiality in my report.

In the space at the bottom of this page, please indicate if you **do not** want your student's data included in my report and send this letter back to the school. No response is required if you are permitting your student's data to be used for my coursework.

___ I DO NOT want my student's data used in this study.

Student Name: _____ Parent Signature: _____

Elements of Informed Consent for the Papillion La Vista Community School District

Sample: **Active/Positive Parent Consent for Student Participation**
Example Only---Do not copy verbatim.

Note: Similar format should be used for adult subjects. Informed consent is part of the research application process. Your building administrator must approve the letter before it is part of the application. Once edited, the letter should be distributed on school or district letterhead.

Date:

Dear Parent:

My name is **(teacher name)** and I am a science teacher at **(teacher's school)**. I am taking courses towards **(course or degree)** at **(college or university)**. As part of my coursework I am researching how outdoor environmental student research affects students, inquiry skills.

For this study, students that participate will be designing and completing science experiments on campus, but outside the school building. The content that will be studied is part of the Papillion La Vista Community Schools curriculum. At the end of the study they will be taking an assessment to measure their understanding of inquiry. I will also ask students to fill out a short survey on how the outdoor classroom worked for them as science students. You may contact me by email **(your school email address)** if you have additional questions or if you would like to see a copy of the survey.

The intended benefit for the student and the teaching profession is an understanding of how the outdoor classroom contributes to student inquiry skills. The potential direct benefit to the student is a better understanding of inquiry and how the outdoor environment affects living organisms. The potential risks are the same as any outdoor activity would have, such as an impact on outdoor allergies.

Your student's participation in the outdoor environmental student research is completely voluntary. You may decline to have your student participate, if you wish. If you do decline, your student will be participating in indoor inquiry activities with **(co-teacher's name)**. The content studied and inquiry assessment will be the same for both groups of students.

If your student participates, the assessment data and survey answers will be kept in a secure location and destroyed at the end of my study. Student names and identifying information will be removed from the data collected to protect confidentiality in my report.

In the space at the bottom of this page, please indicate if you **do** or **do not** want your student to participate in the outdoor classroom experience. Please send this letter back to the school whether or not you wish your students to participate by **(date)**. Only students with signed permission will participate in the outdoor classroom **(window of time for study)**.

Yes. My student may participate in the outdoor classroom.

No, I DO NOT want my student to participate in the outdoor classroom.

Student Name: _____ Parent Signature: _____

Request for Permission to Conduct Research

Applicant's Name:

Applicant's Current Position and Building Assignment:

Building Administrator who is aware of action research plan:

College or University:

Program:

Instructor or Research Sponsor:

Date of application submission:

1. Attach a copy of the formal research proposal.

2. Brief description of the purpose of the project.
3. Describe who is the audience of this research (e.g. published dissertation, professional organization presentation, professional journal, and so on).
4. Provide a justification for this project including:
 - Describe the potential benefits to students, staff, or parents of Papillion La Vista Community School District.
 - Describe all potential negative effects or risks from this study. This includes loss of instructional time or issues of confidentiality, etc.
5. Briefly describe the methods/procedures that will be used.
6. Submit copies of all surveys, tests, and data collection instruments. If the research involves the use of other materials with students, these materials must be described and be available for review.
7. Submit parental/guardian/participant consent forms to be used. Review the document titled *Elements of Informed Consent for the Papillion La Vista Community School District* which contains sample letters of informed consent for your use. *(may send attachments with application)*
8. Detail the timeline of the proposed research including scope and duration of the research.
9. Provide detailed participant information (e.g. twenty students in Mrs. Jones' 4th grade classroom at Wheeler Elementary School). If specific participants will be used, describe the selection method to be used.
10. Describe any changes in instruction that will result from this study, as well as implications for instruction of district and/or state standards.
11. Describe the methods by which confidentiality of students, school, and district will be assured during all stages of the research by using appropriate disclosure avoidance techniques.
12. The following protocol needs to be followed for published research only, ie. a dissertation.
 - Provide evidence of CITI completion certificate – *Collaborative Institutional Training Initiative* and your Internal Review Board (IRB), approval letter.

Applicant Signature: _____

Building Principal or District Supervisor Signature: _____

Series Name: 6000 - Instruction

Topic: 6400 - Instructional Materials

Policy: 6404 Parental Involvement in Educational Practices

The Superintendent shall develop, implement and annually review administrative procedures regarding parent(s)/guardian(s) being informed of the educational practices that may affect their children. This shall include parent(s)/guardian(s)'s rights relating to access to the schools, testing information, and curriculum matters.

These procedures shall reflect our strong support for working with parent(s)/guardian(s) and families, respect parent(s)/guardian(s) rights and responsibilities regarding their values and beliefs, respect all students' right to privacy and confidentiality, and support a positive classroom environment and teacher's responsibilities for instructional activities.

[See policy 5213 for information on parents' rights to information on students participating in surveys.](#)

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Procedure 6404

- A. How the school district will provide access to parent(s)/guardian(s) concerning textbooks, tests and other curriculum materials used in the school district:
 - 1. Parent(s)/guardian(s) are invited to participate in curriculum events hosted by the building staff.
 - 2. Parents may contact the building principal or the school district Curriculum Office to acquire information concerning textbooks, tests, and other curriculum materials used in the school district
 - 3. A parent(s)/guardian(s) of a student shall have full access to review curriculum materials, tests and other related materials that are used or being considered for use in the school district. Requests shall be made to the building principal with such review taking place within a time frame determined by the principal to prevent disruption of the instructional process.

- B. How the school district will handle requests by parent(s)/guardian(s) to attend and monitor courses, assemblies, counseling sessions and other instructional activities:
 - 1. A parent(s)/guardian(s) of a student is welcome to visit the schools and to observe/confer with principals and teachers concerning educational activities. Visits are discouraged during the first and last weeks of a school term. Preschool children should not visit the school during regular class hours. Visits shall be scheduled by the principal to prevent the disruption of the instructional process.
 - 2. In the case of an emergency, a parent(s)/guardian(s) contact ~~or visit is~~ always acceptable.
 - 3. A parent(s)/guardian(s) of a student may attend individual counseling sessions in which their child is involved. The specific arrangements shall be worked out between the counselor, principal and parent(s)/guardian(s) so as to not interfere with general instructional activities.
 - 4. Buildings shall post a sign indicating that all visitors are to report to and be approved by the office personnel.

- C. Under what circumstances parent(s)/guardian(s) may ask that their children be excused from testing, classroom instruction and other school experiences parent(s)/guardian(s) may find objectionable:
 - 1. Parent(s)/guardian(s) have the right to request that their child be excused from educational activities that conflict with parent(s)/guardian(s)' sincerely held religious beliefs/values. Specific procedures for this are described in Board Policy #6405 -

Controversial Issues and its corresponding procedures.

- D. How the school district would provide access to records of students:
1. Parent(s)/guardian(s) have the right to any and all records the school would maintain regarding their child. Procedures for this are described in Board Policy #5501-Student Records and its corresponding procedures.
- E. What the school district's testing policy would be:
1. Students would be expected to participate in all testing activities that would be a regular part of the school district instructional program. This would include in class tests, any standardized or other testing that is provided for all students and any testing that would be a part of Nebraska Department of Education required activities.
 2. It shall be the practice of the school district to exempt any student from these testing activities, as a request might be made related to the controversial issues policy.
- F. How the school district participates in surveys of students and rights of parent(s)/guardian(s) to remove their children from such surveys:
1. The school district Curriculum and Instruction Office shall receive a copy of any survey approved in the District.
 2. All surveys intended to gather information from students in the school district shall be approved, as will be indicated in the following, prior to being made available to students. Consideration shall be given to the purpose of the survey, time taken away from class activities, and any disruption of educational program or practice that may occur.
 3. If the survey deals with a single class or group and does not include questions or information that may be considered personal values or affective related concerns, the building principal may approve the survey. While parent(s)/guardian(s) permission is not required, parent(s)/guardian(s) shall receive information through notes home and/or newsletters informing them of the nature of the survey, the date and time when the survey shall be administered, and the purpose for which the information is being gathered.
 4. If the survey does include questions or information of personal values or affective related concerns, permission must be obtained from the school district Curriculum and Instruction Office and informed parent(s)/guardian(s) permission shall be required in order for students to participate.
 5. Participation in all surveys shall be voluntary, anonymous and confidential. A parent(s)/guardian(s) may request that their student not participate in a particular survey.
- G. How the school district will involve parent(s)/guardian(s) in federally funded programs that affect their children's progress:
1. Parent(s)/guardian(s) have the right to participate in developing educational programs supported through federal funds. Parent(s)/guardian(s) will have the opportunity to be informed about and comment on such programs.
 2. Parent(s)/guardian(s) will be encouraged to participate in home-based activities that may affect their child's progress.
 3. To the extent possible, parent(s)/guardian(s) are provided opportunities for training to help them work with their children at home. Parent(s)/guardian(s) are encouraged to discuss their child's progress in the school curriculum.
 4. Parent(s)/guardian(s) are provided with assistance in understanding state and federal program goals.

Series Name: 6000 - Instruction

Topic: 6700 - Continuous Improvement Plan

Policy: 6702 Accreditation and Evaluation of Instructional Program

Accredited schools must comply with 92 NAC 10, the rules and regulations which govern standards and procedures for the accreditation of all public schools and any nonpublic schools that request state accreditation. Districts/schools may also choose to be accredited by the [Nebraska Department of Education Continuous Improvement Visit along with the Rule 10 Assurance Statements](#). ~~Cognia's Global Commission Performance Standards for School Systems.~~

The District shall implement a comprehensive assessment system that includes a schedule and procedures for assessing student achievement that generates a range of data about student learning and school effectiveness. The data will be used to guide continuous improvement.

The District shall report annually, student achievement information to the residents of the District and the Nebraska Department of Education.

Procedures 6702

The Papillion La Vista Community School District will use the [Continuous Improvement Process through MTSS](#) ~~Cognia's Global Commission Performance Standards for School Systems~~ to achieve higher levels of student performance and organization effectiveness. ~~The current standards are organized within three domains:~~

[This process aligns with the district's I.D.E.A.L. process for continuous improvement and evaluation.](#)

Leadership Capacity

The capacity of leadership to ensure an institution's progress towards its stated objectives is an essential element of organizational effectiveness. An institution's leadership capacity includes the fidelity and commitment to its purpose and direction, the effectiveness of governance and leadership to enable the institution to realize its stated objectives, the ability to engage and involve stakeholders in meaningful and productive ways, and the capacity to implement strategies that improve learner and educator performance.

Learning Capacity

The impact of teaching and learning is the primary expectation of every system and its institutions. The establishment of a learning culture built on high expectations for learning, along with quality programs and services, which include an analysis of results, are all key indicators of the system's impact on teaching and learning.

Resource Capacity

The use and distribution of resources align and support the needs of the system and institutions served. Systems ensure that resources are aligned with its stated purpose and direction and distributed equitably so that the needs of the system are adequately and effectively addressed. The utilization of resources

includes support for professional learning for all staff. The system examines the allocation and use of resources to ensure appropriate levels of funding, sustainability, and system effectiveness.

Date: July 10, 2025 - Eliminate Policy, program is now outsourced through ESU#3

Series Name: ~~6000—Instruction~~

Topic: ~~6200—Instructional Curriculum~~

Policy: ~~6203 Drivers' Education~~

~~Any Drivers' Education Program offered will meet any standards that may be set by the State Department of Education. It will be available on a fee basis to any student who has finished the ninth grade or attained the legal driving age.~~

Series Name: 6000 - Instruction

Topic: 6000 - Instruction

Policy: 6207 - Concussion

The Superintendent is responsible for establishing administrative procedures regarding all required training of coaches and designated activity sponsors, education to students and parents, and the responsibilities of school staff in response to concussions or brain injury.

Procedure 6207

Training

The Superintendent or designee shall ~~make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams and designated activity sponsors.~~ require all coaches and trainers to complete a training course approved by the Chief Medical Officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.

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Education

The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and ~~the students'~~ their parents or guardians prior to such students initiating practice or competition. The information ~~provided to students and the students' parents or guardians shall include, but need not be limited to:~~

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- A. The signs and symptoms of a concussion;
- B. The risks posed by sustaining a concussion; and
- C. The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches ~~or sponsors, or certified athletic trainers.~~

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Response to Concussions

Removal. A student who participates on a school athletic team ~~shall~~ must be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach, certified athletic trainer, or a licensed healthcare professional who is professionally affiliated with or contracted by the school.

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Return to Play. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury shall not be permitted to participate in any school-supervised team athletic activities involving physical exertion including, but not limited to, practices or games until the student:

- A. ~~H~~ h has been evaluated by a licensed healthcare professional;
- B. ~~H~~ h has received written and signed clearance to resume participation in athletic activities from the licensed healthcare professional ~~trained in concussion management;~~ and
- C. ~~H~~ h has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

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~~The school may require that the student's return to full activities be on a stepwise progression back to full participation or otherwise establish conditions for return to participation that are more restrictive than those defined by the licensed health care professional if the school reasonably deems such to be appropriate.~~ Written clearance signed by a licensed healthcare professional is necessary for a student to resume participation and will be considered conclusive and reliable evidence. The school will not take any additional or independent steps to verify the licensed healthcare professional's qualifications.

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Parent Notification. If, after observation, a student is reasonably suspected of having sustained a concussion or brain injury and is removed from an activity per the concussion protocol, the parent or guardian of the student shall be notified by the school of:

- A. the date and approximate time of the injury suffered by the student;
- B. the signs and symptoms of a concussion or brain injury that were observed; and
- C. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

~~Return to Learn. The school shall develop a return to learn protocol for students who have sustained a concussion. The return to learn protocol shall recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by health or academic staff until the student is fully recovered.~~ Students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered. The school's "return to learn protocol" shall follow the model provided by the Nebraska Department of Education.

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Responsibility of Coaches and Activity Sponsors

Coaches and activity sponsors shall comply with this policy and apply their safety and injury prevention training. A coach or sponsor who fails to do so is subject to disciplinary action, including but not limited to termination of employment.

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Students and Parents

It is recognized that coaches and sponsors cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches or sponsors on a timely basis whether or not such injury happened during a school activity or incident outside of school.

Nothing in this policy or the referenced protocol shall entitle a student who has sustained a concussion to an individualized plan under Section 504 of the Rehabilitation Act, although staff will refer students who have sustained a concussion for evaluation under Section 504 as appropriate.

Series Name: 6000 - Instruction

Topic: 6901 Data Breach Response

Policy: Data Breach Response

A data breach is an instance in which personal information as defined by state law or personally identifiable information as defined by federal law is released or accessed in an unauthorized manner. The district will implement and maintain reasonable security procedures and practices that are appropriate to the nature and sensitivity of the personal information handled by the district.

**PAPILLION LA VISTA
COMMUNITY SCHOOLS**

Concept 2

Legend

- District Boundary
- Current High School Boundary
- Boundary Agreement
- Golf Course & Parks
- Elementary School
- Middle School
- High School

School List:

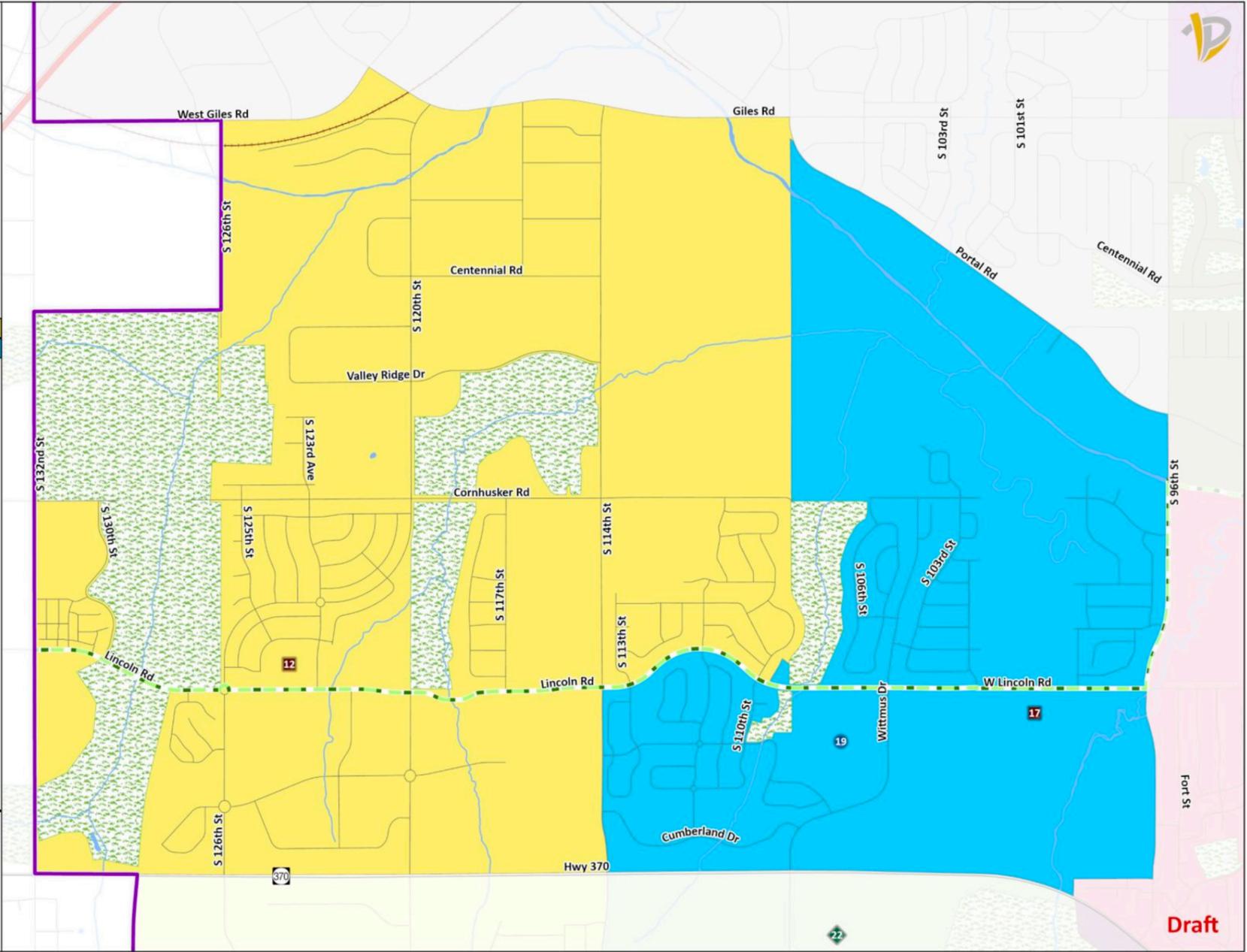
12. Prairie Queen

17. Elementary #17

19. Liberty

22. Papillion La Vista South

***only schools shown in map included in list*



Map data provided by Cities of Bellevue, La Vista, and Papillion, and Sarpy County, State of Nebraska GIS, and ESRI and Census Bureau.
Map created by RSP, April 2025



Draft

Subject: Elementary 17 Naming

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: July 10, 2025

Department: Board of Education

Action Desired: Approval Discussion Information Only

Background:

The administration previously presented final naming recommendations for Elementary School 17, scheduled to open in the 2026-27 school year. Following our established naming philosophy of geographic features, historical significance, and patriotic elements, we have completed a collaborative process involving Principal Monica Thompson, Superintendent's Cabinet, and two board subcommittees to narrow the options to two finalists: Lincoln View Elementary and Granite Elementary.

Recommendation: Motion to approve Lincoln View Elementary School as the name for Elementary School 17.

Responsible Person: Dr. Christopher Villarreal

Superintendent's Approval Andrew J. Rhee
Signature

RETURN TO AGENDA

Subject: 2025-26 Student Fees

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: July 14, 2025

Department: Business Services

Action Desired: Approval X Discussion _____ Information Only _____

Background:

The changes proposed for the 2025-26 school year were presented at a public hearing on July 14, 2025. The proposed Elementary, Middle School and High School fee information are included as attachments.

The proposed fees are as follows:

Student BREAKFAST AND LUNCH prices to increase by \$.05.

- Annual cost for school owned instrument use from \$50 to \$75 for secondary students
- Adding not to exceed for ROTC uniforms to \$300
- Adding teams/ activities/ clubs shirts not to exceed \$30 for HS fees
- Adding a section for Academy fees that are charged to students, it will vary year to year depending on charges by host Academy. Also, certain medical testing may be required for students at Academies where host requires.
- Changing graduation cap and gown fees for upcoming school year to \$65.
- Changing AP testing costs to match College Board amounts each year.

Recommendation:

Motion to approve the student fees for elementary and secondary schools for 2025-26 as presented.

Responsible Person: Brett Richards

Superintendent's Approval _____  _____
Signature

**PAPILLION LA VISTA COMMUNITY SCHOOLS
REIMBURSABLE MEAL PRICE PROPOSAL
2025-26**

BACKGROUND

An analysis of meal prices for 2025-26 has been completed. Due to continuing increases in food costs, an increase of \$.05 is recommended for student meals for lunch and breakfast. Milk prices will stay the same at \$.75. Proposed prices for meals are as follows:

Students	2023-24	2024-25	2025-26
Breakfast- Preschool	\$1.30	\$1.35	\$1.40
Breakfast- Elementary	\$1.55	\$1.60	\$1.65
Breakfast- Secondary	\$1.95	\$2.00	\$2.05
Lunch- Preschool	\$1.95	\$2.00	\$2.05
Lunch- Elementary	\$2.40	\$2.45	\$2.50
Lunch- Middle School	\$2.65	\$2.70	\$2.75
Lunch- Senior High Tier I	\$2.75	\$2.80	\$2.85
Lunch- Senior High Tier II	\$3.45	\$3.50	\$3.55
Milk	\$.75	\$.75	\$.75

Elementary Schools/Preschool Student Fees 2025-26

Clothing/Specialized Attire

Elementary students may be required to supply the following clothing items:

1. Tennis shoes for physical Education.
2. Paint shirt.
3. Honor Choir shirt.

Personal or Consumable Items and Materials

Elementary students may be required to supply the following personal or consumable items:

1. Pens, pencils, paper, notebook/organizers and book covers.
2. Musical Instruments and stands.

Extracurricular Activity Participation Fees

1. In town competition and travel costs for clubs, activities and special interests not to exceed \$10.00 per trip.
2. Out of state or national competition travel costs for clubs, activities and special interests not to exceed \$3000.
3. Elementary HS Activity Pass - \$20

Tablet / Laptop Insurance (Optional) - \$20.00

Transportation

Charges may be assessed to students for transportation to extracurricular events and activities, which the student is a voluntary spectator not to exceed \$10.00.

Photocopying/Printing

Charges may be assessed to students for:

1. The reproduction of student records and transcripts at \$0.05 per page.
2. Personal copying/printing for the students at \$0.05 per page.

Summer School

1. Enrichment \$ 135.00/Class

School Breakfast/Lunch

Elementary Preschool Breakfast	\$1.40
Elementary Student Breakfast	\$1.65
Elementary Preschool Lunch	\$2.05
Elementary Student Lunch	\$2.50

Early Entry Screening

Kindergarten early entry screening assessment not to exceed \$100.

Early Childhood Tuition

Not to exceed \$150 per month half-day program. Assessed on a sliding scale based on family income.
Not to exceed \$225 per month full-day program. Assessed on a sliding scale based on family income.

Middle School Student Fees 2025-26

Clothing/Specialized Attire

Students may be required to supply the following clothing items:

1. Athletic clothing, shoes and equipment.
2. P.E. uniforms and tennis shoes.
3. Fine Arts shirts not to exceed \$30 per activity.
4. Coordinated attire for special music groups not to exceed \$150.

Personal or Consumable Items and Materials

1. Secondary students may be required to supply the following personal or consumable items with specific variations in style, color, and quantity:

1. Backpack
2. Binders
3. Calculator
4. Colored Pencils
5. Dry Erase Markers
6. Folders
7. Glue
8. Headphones
9. Highlighters
10. Markers
11. Notebook
12. Notecards
13. Paper
14. Pencils
15. Pens
16. Pencil box/pouch

2. Cost of materials for projects students create which they will take ownership of or consume:
 - a. Skilled and Technical Sciences (various take-home projects) \$10.00/Class
 - b. Family and Consumer Science I - \$10.00/Class
 - c. Art - \$10.00/Class
3. Cost of Musical Instruments and Stands
4. Cost of school owned musical instruments- \$75

Extracurricular Activity Participation Fees

1. Activity Fee (One-time fee for athletics, Jazz band, and show choir)- \$50.00- includes HS activity ticket.
2. In town competition and travel costs for clubs, activities and special interests not to exceed \$10.00.
3. Out of state or national competition travel costs for clubs, activities and special interests not to exceed \$3000.

Transportation

Charges may be assessed to students for:

1. Transportation to extracurricular events and activities, which the student is a voluntary spectator not to exceed \$10.00.

Tablet/Laptop Insurance (Optional) - \$20.00

Photocopying/Printing

Charges may be assessed to students for:

1. The reproduction and forwarding of student records and transcripts.
2. Personal copying/printing for the student. (10¢/copy)

School Breakfast / Lunch

Secondary Student Breakfast	\$2.05
Secondary Student Lunch	\$2.75

High School Student Fees 2025-26

Clothing/Specialized Attire and Equipment

Students may be required to supply the following clothing items:

1. Specialized and non-specialized athletic clothing, shoes and equipment.
2. P.E. uniforms, swimsuits and tennis shoes.
3. Band uniform rental, pants, shoes, and shirts. Instrument rental, repair and cleaning. not to exceed \$250
4. ROTC uniform rental and care not to exceed \$300
5. Flag Corp uniforms and flags. and Specialty Band Groups- Not to exceed \$500
6. Specialized clothing for Career Academies
 - Scrubs for Health Academy - \$60.00 / set
 - Shirt for Academies – \$30.00
7. Teams/ Activities/Clubs shirts not to exceed \$30

Personal or Consumable Items and Materials

1. Secondary students may be required to supply the following personal or consumable items with specific variations in style, color, and quantity:

1. Backpack
2. Binders
3. Calculator
4. Colored Pencils
5. Dry Erase Markers
6. Folders
7. Glue
8. Headphones
9. Highlighters
10. Markers
11. Notebook
12. Notecards
13. Paper
14. Pencils
15. Pens
16. Pencil box/pouch

2. Cost of materials for projects students create and take ownership of or consume.
 - a. Art \$20.00
 - b. Pottery \$15.00
 - c. Drama/Play Production \$20.00
 - d. Family Consumer Science/Pro Start \$30.00/\$75.00
 - e. Skilled and Technical Sciences \$20.00 plus cost of special project
*Construction Trades 1, Manufacturing Woods 1,2,3,4 and Intro to Trades, Welding
3. Cost of musical instruments and stands.
4. Rental of school owned Instruments \$75 per year
5. Academy annual fees from off site academies will vary from year to year and are set for entrance into the academy by the host site. TB and other testing may be required for entry into the program.

Extracurricular Activity Participation Fees

1. Activity tickets for participants in NSAA activities \$70.00
2. Team/Activity/Club shirt – Not to exceed \$25.00
3. Cheerleading, includes uniform - Not to exceed \$2,000
4. Dance Team, includes uniform – Not to exceed \$2,000
5. Drama costuming - Not to exceed \$50 per play

6. Attire for special music groups - Not to exceed \$550
7. Club Dues:
- | | | | |
|------------------------|---------|-------------------------|---------|
| DECA | \$20.00 | FBLA | \$20.00 |
| Foreign Language | \$15.00 | Key Club | \$25.00 |
| Leo Club | \$20.00 | Thespians | \$45.00 |
| Skills USA | \$20.00 | Student Council | \$20.00 |
| National Honor Society | \$20.00 | Tri Music Honor Society | \$10.00 |
| HOSA | \$25.00 | Photography | \$20.00 |
| Culinary Club | \$25.00 | | |
8. Activities and special interests:
- | | | | |
|---------|---------------|-------------------------|---------|
| Debate | \$20.00 | Graduation Caps & Gowns | \$65.00 |
| Musical | \$30.00 | Fall Play | \$30.00 |
| Speech | \$20.00/Event | | |
9. Competition and travel costs for clubs, activities and special interests:
State and National Competitions not to exceed \$3000.

Post-Secondary Education

Tuition, fees and materials cost associated with the granting of credit from an institution of higher education:

- All AP Classes (optional test) **set annually by the College Board.**
- College NOW Program- Actual cost of tuition, fees and books from post-secondary institutions.
- College Jump Start– Cost of tuition for class taught by PLSD instructor – 50% of actual tuition for Metro Community College and actual cost of fees and books. Tuition for classes taught by Metro instructors - actual cost of tuition, fees and books from Metro Community College.

Dual Enrollment including School to Career Academies - Actual cost of tuition, fees and books from post-secondary institutions.

National Foreign Language Exams (Optional) - \$10.00

Tablet/Laptop Insurance (Optional) - \$20.00

Transportation

Charges may be assessed to students for transportation to extracurricular events and activities, in which the student is a voluntary spectator or participant not to exceed \$10.00.

Photocopying/Printing

Charges may be assessed to students for:

- The reproduction and forwarding of student records and transcripts.
- Personal copying/printing for the student (10¢/copy).

Summer School/ Night School

Night School/Extended Day \$50.00 per class

Parking Permit (Optional) \$40.00

Driver Education

ESU#3 Driver Education Tuition \$475.00

School Breakfast/Lunch

High School Student Breakfast	\$2.05
High School Student Lunch (Tier I)	\$2.85
High School Student Lunch (Tier II)	\$3.55

Subject: Review Policy 7000 Series- Construction

Meeting Date: July 28, 2025

Prior Meeting Discussion Date:

Department: Business Services

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

Board Policy 7000 - Construction 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 August 11, 2025, board meeting. Any changes would be acted at the August 25, 2025, meeting of the Board.

Recommendation: Direct suggested changes to 7000 Board Policies to Brett Richards.

Responsible Person: Brett Richards

Superintendent's Approval _____
Andrew J. Rhili
Signature

RETURN TO AGENDA

Subject: Sale of District Land by 36th St. Bellevue

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: May 9, 2022

Department: Business Services

Action Desired: Approval _____ Discussion Information Only _____

Background:

Back in 2022, the District was approached by Redwood, Inc to sell approximately 1.17 acres along 36th street that is located near the entrance of Anderson Grove Elementary School. The Board approved it to be sold. Redwood ended up pulling out of the development and never closed on the land sale with the District. Foundation Development, LLC would now like to buy the same piece of land.

This area is not currently in use, or planned to be used in the future, by the District. Proceeds from the sale of the land would be put into the District’s Special Building Fund, as state law dictates on any sale of property.

An appraisal of the land was completed for the property for \$35,000 back in 2022 and the administration believes that price is still relevant for us to sell the land for.

Recommendation: Discussion at this time.

Responsible Person: Brett Richards

Superintendent’s Approval _____
Andrew J. Rhee
Signature

RETURN TO AGENDA

UNIFORM COMMERCIAL PURCHASE AGREEMENT
(This is a legally binding contract. If not understood, seek legal advice)

1. **Address** Approximately 11830 South 36th Street in Bellevue, Nebraska. 1.17 Acres more or less.

2. **Legal Description (Property):**

Tax Lot 18A1B2B, being a parcel of land located in the Northeast Quarter of the Northeast Quarter (NE1/4 NE1/4) of Section 5, Township 13 North, Range 13 East of the 6th P.M., Sarpy County, Nebraska, except that part dedicated for street right-of-way per Inst. No. 2019-09766 of the Records of Sarpy County, Nebraska, all being more particularly described as follows:

Commencing at the northeast corner of Lot 1, Roth's Anderson Grove, an addition lying in said Section 5; thence S00°54'08"W (an assumed bearing relative to all bearings contained herein) for 179.97 feet along the east line of said Lot 1, Roth's Anderson Grove (also being the West right-of-way line of S 36th street) to the point of beginning; thence S01°03'55"W for 170.32 feet along said west right-of-way line of S 36th street to a point on the north line of lots, Daniell's Farm Addition lying in said Section 5; thence southwesterly along the north line of said Lot 5, Daniell's Farm Addition for the following six (6) courses; (1) N88°50'17"W for 30.03 feet; (2) S46°46'47"W for 125.34 feet; (3) southwesterly along a 150.49 foot radius curve to the right (chord bearing S67°01'39"W for 102.91 feet) for an arc length of 105.03 feet; (4) S87°01'07"W for 55.68 feet; (5) northwesterly along a 79.56 foot radius curve to the right (chord bearing N69°29'24"W for 63.44 feet) for an arc length of 65.25 feet; (6) northwesterly along a 101.03 foot Radius reverse curve to the left (chord bearing N52°17'37"W for 18.34 feet) for an arc length of 18.37 feet to a point on the east right-of-way line of S 37th street; thence northwesterly along a 325.00 foot radius curve to the right (chord bearing N07°57'46"W for 82.44 feet) for an arc length of 82.66 feet along the east right-of-way line of said S 37th street; thence N00°22'27"W for 92.21 feet along the east right-of-way line of said S 27th street to the southwest corner of said Lot 1, Roth's Anderson Grove; thence easterly along the south line of said Lot 1, Roth's Anderson Grove, for the following five (5) courses: (1) S26°36'S6"E for 57.39 feet; (2) southeasterly along a 213.00 foot radius curve to the left (chord bearing S85°39'07"E for 147.37 feet) for an arc length of 150.48 feet; (3) northeasterly along a 244.78 foot radius compound curve to the left (chord bearing N55°43'S0"E for 154.27 feet) for an arc length of 156.95 feet; (4) N37°22'22"E for 55.17 feet; (5) northeasterly along a 87.00 foot radius curve to the right (chord bearing N49°43'21"E for 35.65 feet) for an arc length of 35.91 feet to the point of beginning.

3. **Personal Property:** The only personal property included is as follows: NONE

4. **Conveyance:** Seller represents that they have good, valid and marketable title, in fee simple, and agrees to convey title to Property to Buyer or his nominee by special warranty deed free and clear of all liens, encumbrances or special taxes levied or assessed, subject to all building and use restrictions, utility easements not exceeding ten (10) feet in width abutting the boundary of the Property, and covenants now of record.

5. **Purchase Price:** Buyer agrees to pay **Thirty Five Thousand DOLLARS (\$35,000) on the following terms: Five Thousand DOLLARS \$5,000.00 (Deposit)**, to be paid within 72 hours of full execution of this agreement, deposited to First American Title Insurance Company (the "Escrow Agent") as evidenced by the receipt attached below. In the event this offer is not accepted by the Seller within the time specified, the Deposit shall be refunded. In the event of refusal or failure of the Buyer to consummate the purchase, the Seller will refund the Deposit. Balance to be paid in immediately available funds at closing of the sale.

6. **Applicable Conditions:** This agreement is conditioned upon the happening of each of the following events. If each of the same has not occurred within the time stated, this offer shall be null and void, and any Deposit returned to Buyer.

None.

7. **Taxes:** [X] Urban Taxes: All consolidated real estate taxes which become delinquent in the year in which closing takes place shall be treated as though all are current taxes, and those taxes shall be prorated as of the date of closing, and all the prior years' taxes, interest, and other charges, if any, will be paid by Seller.

[] Rural Taxes: All consolidated real estate taxes for the year in which closing takes place (based on current assessment and tax rate) shall be prorated as of date of closing, and Seller shall, also, pay all prior years' taxes, interest, and other charges.

8. **Sanitary and Improvement District (S.I.D.):** Buyer understands that this property is not located within a S.I.D.
9. **Conveyance of Title:** Seller shall furnish a current title insurance commitment to Buyer as soon as practical. If title defects are found, Seller may, at its sole discretion, either (i) cure such defects within a reasonable per of time, or (ii) terminate this contract. In the event that Seller elects not to terminate this contract, if title defects are not cured within a reasonable time period, the Buyer may rescind this agreement and the Deposit shall be refunded. Approximate closing date to be September 30, 2025, and possession shall be delivered at closing. The cost of an Owner's title insurance policy shall be equally divided between Buyer and Seller. **UNLESS CLOSED OR PREVIOUSLY TERMINATED BY BUYER, THIS AGREEMENT SHALL EXPIRE ON DECEMBER 1, 2025**
10. **Escrow Closing:** Buyer and Seller acknowledge and understand that the closing of the sale may be handled by an Escrow Agent and that the Broker is authorized to transfer the Deposit or any other funds it receives to said Escrow Agent. After said transfer, Broker shall have no further responsibility or liability to Buyer or Seller for the accounting for said funds. Escrow Agent's charge for the escrow closing shall be equally divided between Buyer and Seller.
11. **State Documentary Tax:** The State Documentary Tax on the deed shall be paid by the Seller.
12. **Insurance:** Any risk of loss to the Property shall be borne by the Seller until title has been conveyed to the Buyer. In the event, prior to closing, the structures on the Property are materially damaged by fire, explosion or any other cause, Buyer shall have the right to rescind this agreement, and Seller shall refund the Deposit to Buyer. Buyer agrees to provide his own hazard insurance.
13. **Condition of Property:** Buyer acknowledges that Seller is conveying the property in its "as is / where is" condition.
14. **Environmental:** Seller makes no representations or warranties regarding the property's environmental condition. It is strongly recommended that Buyer undertake an environmental analysis.

THIS OFFER IS BASED UPON BUYER'S PERSONAL INSPECTION OR INVESTIGATION OF THE PROPERTY AND NOT UPON ANY REPRESENTATION OR WARRANTIES OF CONDITION BY THE SELLER OR SELLER'S AGENT.

NO WARRANTIES PARAGRAPH

Condition of Property: The parties hereto acknowledge that if Buyer proceeds to close on the purchase of the Property, then Buyer represents that it has had sufficient access to the Property and has determined for itself that the Property is satisfactory to Buyer for Buyer's intended uses and purposes, in which case, Buyer shall be conclusively presumed to have satisfied itself as to the usefulness and legal limitations to the Property, and to its condition and the environmental condition of the Property and further, Buyer takes Property in its present condition, "AS IS" without reliance upon any representation, warranty, opinion or statement of Seller or any agent of Seller.

15. **Assignment of the Purchase Agreement:** The Buyer shall have the privilege of assigning this agreement to any person, partnership, corporation, L.L.C. or L.L.P. prior to closing. Buyer shall deliver to Seller an executed copy of any such assignment in which event the Seller shall close the transaction with the Assignee of the Buyer. The Seller shall have the privilege of assigning this agreement to any person, partnership, corporation, L.L.C. or L.L.P. prior to closing. Seller shall deliver to Buyer an executed copy of any such assignment in which event the Buyer shall close the transaction with the Assignee of the Seller.
15. **Agency:** The REALTOR(S) involved in this transaction are: No agent represents the Seller
Rob Woodling, RWI Property Management, Inc. represents the Buyer and will have equity in purchased property.
16. **Broker Compensation:** No Broker compensation will be paid.
17. **Offer Expiration:** This offer to purchase is subject to acceptance by Seller on or before July 9, 2025 at 5 o'clock PM

BUYER: RD Blair, L.L.C.

By: Foundations Development, L.L.C.

By: Woodling Development Corporation

By _____

Name Robert J. Woodling

Title President

Date _____

ACCEPTANCE

_____, 2025

The Seller accepts the foregoing proposition on the terms stated and agrees to convey title to the Property, deliver possession, and perform all the terms and conditions set forth, and acknowledges receipt of an executed copy of this agreement except for the following modifications:

Seller: PAPILLION PUBLIC SCHOOLS, DISTRICT NO. 27,
SARPY COUNTY, NEBRASKA

By _____

Name _____

Title _____

Date _____

Subject: Custodial Contract Tentative Agreement

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: HR Subcommittee June 19, 2025 & July 21, 2025

Department: Human Resources

Action Desired: Approval _____ Discussion Information Only _____

Background:

Details of a tentative agreement with Custodial, Warehouse, and Driver staff will be shared. SEIU Local 226 members are scheduled to vote on the contract July 26, 2025. If ratified by membership, the contract will again come before the Board of Education at the August 11, 2025, meeting.

Recommendation:

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Maintenance Contract Tentative Agreement

Meeting Date: July 28, 2025

Prior Meeting Discussion Date: HR Subcommittee June 19, 2025 & July 21, 2025

Department: Human Resources

Action Desired: Approval _____ Discussion X Information Only _____

Background:

Negotiations were recently held with representatives of the Maintenance staff and SEIU Local 226 members met and approved the tentative agreement for 2025-2027.

Details include:

Wage increase of 3.94% in year one and 3.8% in year two.

Uniform allowance: \$300 (previously \$275) to include boots, coats, and uniform.

Health and Dental Insurance plan options remain the same reflecting the average 5.49% increase in EHA plan cost.

Ten (previously seven) Accumulated Leave days may be sold back to the district annually with balance not to drop below 60 days.

Personal leave: Four (previously three) of the Accumulated Leave days may be used for personal leave.

Bereavement: Ten (previously five) days for loss of spouse, domestic partner, or child.

The contract will again come before the Board of Education at the August 11, 2025, meeting for the Board of Education to vote.

Recommendation:

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rishi
Signature

RETURN TO AGENDA

**NEGOTIATED AGREEMENT
BETWEEN
PAPILLION LA VISTA COMMUNITY SCHOOLS
AND
MAINTENANCE EMPLOYEES**

THIS AGREEMENT, made and entered into this 11th day of August, 2025, by and between the Service Employees International Union Local 226, hereinafter referred to as the UNION, and the Papillion-La Vista School District Number 27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the BOARD.

**ARTICLE 1
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for all non-supervisory District maintenance employees.

**ARTICLE 2
MANAGEMENT**

The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer force, contract for services, determine the hours of work and days to be worked, and all other procedures necessary to provide for the education of the students of the Papillion-La Vista School District. The Board and the members of the Union agree that there shall be no discrimination against applicants or employees on the basis of race, color, national origin, gender, marital status, age, disability or any other legally protected status in admission or access to, or treatment or employment in, its programs and activities. Payroll deductions will be allowed for Union dues and Tax-Sheltered Annuities eligible under section 403(b) of the I.R.C., subject to rules and regulations set forth by Board policy. The district will furnish a bulletin board for the posting of information to maintenance personnel. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, maintenance bulletins for equipment, schedules for holidays and vacations, to include calendars, and other pertinent information to the function of school business, including salary remuneration. The bulletin board will not be used to incite staff against school policy or school contracts, nor by the District to react against Union business. Location of the bulletin board shall be in the break room of the Buildings & Grounds building.

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ARTICLE 3
HOLIDAYS

All maintenance employees shall be eligible for holiday pay on the following holidays. The district will declare and publish the holidays each year for Spring Break/Good Friday or if a holiday falls on a weekend.

Independence Day	Christmas Day
Labor Day	Day Before or After New Years
Thanksgiving	New Year's Day
Friday Following Thanksgiving	One Day During Spring Break or Good Friday
Day Before or After Christmas	Memorial Day

When any of the above holidays fall on an employee's regular work day, and such employee is not scheduled to work on that day, he/she shall receive straight time pay for the hours not scheduled to work during his standard daily schedule. If the holiday falls on a day not normally worked, the employee will either be given another day off or will be paid eight (8) hours straight time. If additional paid holidays are implemented for employee groups by the Board of Education, those may be added to this contract without reopening negotiations.

ARTICLE 4
VACATIONS

Permanent full-time 12-month employees shall receive 10 days of vacation with pay per year for the first five years of service. Full-time 12-month employees shall receive 15 days of vacation with pay per year after completing five (5) years of service to the district, and 20 days per year vacation with pay per year after completing ten (10) years of service to the district. Vacations must be taken at the time designated by the Board, in accordance to the need of the district, recognizing the employee's wishes as much as possible. Pay for vacation periods will be based on forty (40) hours pay for each week of vacation. Vacation days are cumulative up to one and one-half times (1.5) the employee's yearly allotment. ~~Those who have maxed out on vacation and stopped accruing, may sell back up to five days they were unable to accrue to be paid in September at their per diem rate from the unused previous year.~~ Vacation leave shall also be paid on a prorated basis for those months worked between employee's

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anniversary date and retirement date. Vacation leave accrues monthly. Employees will not be allowed to use more vacation than they have accrued.

ARTICLE 5

HOURS OF WORK

The Board will provide permanent full-time employees forty (40) hours of work per week, except when an employee's service is interrupted due to conditions beyond the control of the Board. All hours worked in excess of forty (40) hours in the regular work week, except as hereinafter provided, shall be paid for at the rate of time and one-half (150%) of the regular time, but premium pay shall not be pyramided. Calculations of worked hours shall include District-declared Holiday Hours. Worked hours for purposes of overtime pay will not include hours of leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave. Pay during District-declared Snow Emergency Hours and District-declared Emergency Repair Hours will include all leave hours as worked hours, including leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave that has been requested, approved and used for the same work week as the District-declared emergency. Leave and holiday hours will be treated as worked hours for purpose of calculating hours of work eligible for overtime pay at 150% of the employee's pay rate during District-declared emergencies. If a major holiday (Christmas, New Years, Easter or July 4th) falls on a Saturday or Sunday and there is no holiday pay for that specific day, the employee will be paid two and a half times (250%) the employee's pay rate for a District-declared emergency. District-declared Emergency Repairs shall be defined as repairs to building and/or equipment that are necessary to prevent damage to District facilities that have the potential to disrupt the normal use of the facility, and/or has the potential to create or be a safety and/or health hazard to students or staff. Work assigned outside the normal work hours for District-declared Emergencies shall be assigned only by authorized district management personnel on an as needed basis.

A lunch break, without pay, normally one-half (1/2) hour will be scheduled for each employee. Work schedules may be established at the discretion of the Board as necessary. Employees working a full

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eight (8) hour day shall be provided two (2), fifteen (15) minute breaks per day. One break per four (4) hour period worked.

ARTICLE 6
GRIEVANCES

Any disagreement or difference of opinion between the Board, the Union, or the employees covered by this agreement concerning the interpretation or application of the terms or provisions of this agreement, will be considered a grievance. It is always desired that disagreements be settled informally by presenting the concern to the appropriate supervisor in a timely fashion. If this does not resolve the concern, the following process will be followed in filing a formal grievance.

Any employee, the Union, or the Board may present a grievance. Any grievance which is not presented within fifteen (15) working days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party.

The procedure for handling grievances shall be as follows:

The grievant shall first take up the grievance by presenting it, in writing, to his/her department supervisor. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the department supervisor, the Union representative shall present the grievance, in writing, to the Superintendent of Schools or his/her designated representative. Said appeal shall be presented to the office of the superintendent within fifteen (15) days of the date that the grievance was presented to the department supervisor.

The superintendent shall, within thirty (30) days from the date it is presented to him/her, make a determination as to the grievance. If that determination is not satisfactory to the aggrieved party it may be appealed in writing to the Board within thirty (30) days of the superintendent's decision. The Board shall hear the grievance in open or closed session and the decision of the Board shall be rendered within thirty (30) days of said hearing. Neither the Board nor the Union will attempt, by means other than the grievance procedure, to bring about a settlement of any issue which is properly the subject for disposition through the grievance procedure.

ARTICLE 7
MILITARY LEAVE

An employee in the Military Service will have reinstatement rights provided he/she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans. Veterans shall retain all vacation rights, except that they will be considered as having taken vacations while in the service.

ARTICLE 8
ACTS IN VIOLATION OF LAWS OR ORDERS

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal Law or any Presidential Order, and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the Law.

ARTICLE 9
SENIORITY

In cases of reduction in force or necessary changes in numbers of employees per trade, seniority will be used. If a reduction is necessary, management will determine the trade or job category that needs to be reduced and the least senior member of that trade or job category will be affected.

In the event a job opening occurs all maintenance employees will be notified of the opening by posting and email. Any maintenance employee may then apply for that opening by notifying the District's Human Resources Office in writing. In the selection of an employee by the District, consideration shall be on the basis of the most qualified applicant. Qualifications include, but are not limited to, training and experience in the type of work required of the position. In cases where the administration determines the qualifications of the applicants to be substantially the same, the District employee with the most seniority would be selected to fill the position. No maintenance employee will be considered for a job opening who has not served one hundred eighty (180) calendar days in their present position unless the new opening is for a shift change.

ARTICLE 10
BEREAVEMENT LEAVE

BEREAVEMENT LEAVE

Absence from work will be allowed so that the employee may have consecutive

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workdays following the death of a relative without loss of pay following these parameters:

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

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

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

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

**ARTICLE 11
ACCUMULATED LEAVE**

Accumulated leave, (sick leave and personal leave) will consist of (1) day for each month of service plus one annually, for a total of 13 days per year. Four of the accumulated leave days will be designated as personal leave. Accumulated leave is earned monthly and will be granted on September 1st of each year. Accumulated leave may carry over from year to year as sick leave up to a total of one hundred twenty (120) days. Upon separation, employees will be paid

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for fifty percent (50%) of their accumulated days at their current rate of pay, up to a maximum of sixty (60) days. All employees will be rewarded for non-use of accumulated leave as follows:

Each year, those employees who have accumulated more than sixty (60) days of accumulated leave, as of September 1, may opt to sell back to the district, at their previous year's daily pay rate, up to ~~ten (10)~~ days of leave but in no case will this sale allow their accumulated leave to fall below sixty (60) days.

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An employee may apply to use personal leave for reasons such as special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A personal leave request shall be submitted using the district's leave form to the immediate supervisor, who will approve or, in cases that may disrupt the delivery of services that cannot otherwise be accommodated, disapprove the application. Should the immediate supervisor disapprove the application, the employee may submit the application to the Assistant Superintendent of Human Resources. The employee may confidentially submit the reason for the personal leave directly to the Assistant Superintendent of Human Resources. The Assistant Superintendent will approve or disapprove the personal leave request that was submitted confidentially. The immediate supervisor will be notified of an approved personal leave request but not the reason. Personal leave, if granted will be deducted from available accumulated leave.

ARTICLE 12 **UNION LEAVE**

The Union may request leave for maintenance employees to perform Union business. The request must be made in writing to the Assistant Superintendent of Human Resource at least five working days prior to the start date of the leave. The district will grant the leave so long as it will not interfere with the orderly performance of duties by the employees covered under this agreement, and so long as the request complies with the following provisions:

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- (a) No individual employee shall request or receive in any contract year more than eight days (64 hours) leave of absence under this section, and the total number of days granted for leaves of absence under this section to all employees shall not exceed 15 days during the contract year.
 - (b) No more than three employees on any date shall be on a leave of absence under this section and the district is not required to grant leaves of absence to employees when such leaves of absence immediately follow a leave of absence granted to another employee.
 - (c) The Union will reimburse the district upon receipt of invoice for all costs and expenses resulting from the granting of the leave of absence including the wages with applicable taxes and fringe benefits.

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**ARTICLE 13
INSURANCE**

For the September ~~2025~~-August ~~2027~~ contract year full family premium health insurance and individual dental insurance will be provided upon the request of the qualified employee. A High Deductible Health Plan option may be provided by the district. The difference between the premium that is paid by the district for the lower deductible policy and the premium paid by the district for the higher deductible plan will be placed in a Health Savings Account if an employee elects to move to the High Deductible Health Plan. The health insurance program will be selected by the Board.

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For the ~~2025-26~~ contract year, employees will select one of three healthcare provider networks for their family. The deductible and out of pocket maximums vary according to the network selected. The broadest network has a single deductible of \$1,900 and out of pocket (OoP) maximum of ~~\$6,500~~, second and third network options have a single deductible of \$400 and an OoP maximum of ~~\$6,000~~. Family deductibles and OoPs are double the single amounts. Out of network deductibles and OoP maximums are higher.

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A Long-Term Disability Insurance Plan, as selected by the Board - 60 percent (60%) of pay after sixty (60) consecutive calendar days of disability will be provided.

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ARTICLE 14
WAGES

Job Assignment	2023-24	2024-25
HVAC Technician	\$34.06	\$34.88
Carpenter	\$28.28	\$29.10
Electrician	\$34.06	\$34.88
General Maintenance	\$25.05	\$25.87
Locksmith	\$28.28	\$29.10
Grounds Maintenance Mechanic	\$28.35	\$29.17
Plumber	\$34.06	\$34.88

WAGES

Job Assignment	2025-26	2026-27
HVAC Technician	\$36.08	\$37.28
Carpenter	\$30.30	\$31.50
Electrician	\$36.08	\$37.28
General Maintenance	\$27.07	\$28.27
Head High School Grounds	\$27.27	\$28.47
Locksmith	\$30.30	\$31.50
Plumber	\$36.08	\$37.28

Wage increases calculated on the employee's ~~2024-25~~ hourly rate including longevity will be ~~3.94%~~ in year one. The following year, employees will be paid at their ~~2025-26~~ wage plus an additional ~~3.8%~~. If an employee is eligible for family coverage but chooses single or no health insurance, the employee's salary will be increased by an additional \$0.50 per hour if he/she chooses no insurance or \$0.35 per hour if he/she chooses single insurance coverage. If an employee later chooses to return to district coverage and they are still eligible for that coverage, their wages will be reduced by the additional amount their wage was increased (\$0.50 or \$0.35) due to the insurance coverage change.

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If the district implements stipends or bonuses for employee groups, it is understood that members of this negotiated contract are in agreement to the stipends or bonuses without reopening negotiations as long as it benefits the group.

**ARTICLE 15
UNIFORMS**

Each employee will be provided ~~\$300.00~~ upon initial employment for the purpose of purchasing district approved uniforms. Each succeeding year the District will provide ~~\$300.00~~ for the purpose of purchasing district approved uniforms. Substitution of uniforms parts may be made, such as the purchase of coats or boots/shoes, as specified by the administration.

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**ARTICLE 16
SAFETY COMMITTEE REPRESENTATION**

The Union shall elect or appoint a member to serve on the District's Safety Committee. The term of this representative shall be two (2) years and reappointment may occur. All Union members shall have the opportunity to express interest in serving on the Committee. The Union will develop the process of seeking interested participants and appointing or electing their representative to serve on this Committee.

**ARTICLE 17
CERTIFICATION, LICENSURE AND TRAINING**

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Any certification, licensure or training beyond initial job requirements will be funded by the District. This does not include employee time for preparing for the examination. If the examination occurs during the employees work hours, it will be paid as if the employee was working their normal hours.

ARTICLE 18

TERMINATION

This agreement shall be in full force and effect from the 1st day of September, 2025, to and including the 31st day of August, 2027,

Witness Whereof the parties hereto have hereunder caused this instrument to be executed.

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226**

**SCHOOL DISTRICT 27,
SARPY COUNTY**

BY _____ Date BY _____ Date

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**NEGOTIATED AGREEMENT
BETWEEN
PAPILLION LA VISTA COMMUNITY SCHOOLS
AND
MAINTENANCE EMPLOYEES**

THIS AGREEMENT, made and entered into this 11th day of August, 2025 by and between the Service Employees International Union Local 226, hereinafter referred to as the UNION, and the Papillion-La Vista School District Number 27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the BOARD.

**ARTICLE 1
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for all non-supervisory District maintenance employees.

**ARTICLE 2
MANAGEMENT**

The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer force, contract for services, determine the hours of work and days to be worked, and all other procedures necessary to provide for the education of the students of the Papillion-La Vista School District. The Board and the members of the Union agree that there shall be no discrimination against applicants or employees on the basis of race, color, national origin, gender, marital status, age, disability or any other legally protected status in admission or access to, or treatment or employment in, its programs and activities. Payroll deductions will be allowed for Union dues and Tax-Sheltered Annuities eligible under section 403(b) of the I.R.C., subject to rules and regulations set forth by Board policy. The district will furnish a bulletin board for the posting of information to maintenance personnel. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, maintenance bulletins for equipment, schedules for holidays and vacations, to include calendars, and other pertinent information to the function of school business, including salary remuneration. The bulletin board will not be used to incite staff against school policy or school contracts, nor by the District to react against Union business. Location of the bulletin board shall be in the break room of the Buildings & Grounds building.

ARTICLE 3
HOLIDAYS

All maintenance employees shall be eligible for holiday pay on the following holidays. The district will declare and publish the holidays each year for Spring Break/Good Friday or if a holiday falls on a weekend.

Independence Day	Christmas Day
Labor Day	Day Before or After New Years
Thanksgiving	New Year's Day
Friday Following Thanksgiving	One Day During Spring Break or Good Friday
Day Before or After Christmas	Memorial Day

When any of the above holidays fall on an employee's regular work day, and such employee is not scheduled to work on that day, he/she shall receive straight time pay for the hours not scheduled to work during his standard daily schedule. If the holiday falls on a day not normally worked, the employee will either be given another day off or will be paid eight (8) hours straight time. If additional paid holidays are implemented for employee groups by the Board of Education, those may be added to this contract without reopening negotiations.

ARTICLE 4
VACATIONS

Permanent full-time 12-month employees shall receive 10 days of vacation with pay per year for the first five years of service. Full-time 12-month employees shall receive 15 days of vacation with pay per year after completing five (5) years of service to the district, and 20 days per year vacation with pay per year after completing ten (10) years of service to the district. Vacations must be taken at the time designated by the Board, in accordance to the need of the district, recognizing the employee's wishes as much as possible. Pay for vacation periods will be based on forty (40) hours pay for each week of vacation. Vacation days are cumulative up to one and one-half times (1.5) the employee's yearly allotment. Those who have maxed out on vacation and stopped accruing, may sell back up to five days they were unable to accrue to be paid in September at their per diem rate from the unused previous year. Vacation leave shall also be paid on a prorated basis for those months worked between employee's

anniversary date and retirement date. Vacation leave accrues monthly. Employees will not be allowed to use more vacation than they have accrued.

ARTICLE 5 **HOURS OF WORK**

The Board will provide permanent full-time employees forty (40) hours of work per week, except when an employee's service is interrupted due to conditions beyond the control of the Board. All hours worked in excess of forty (40) hours in the regular work week, except as hereinafter provided, shall be paid for at the rate of time and one-half (150%) of the regular time, but premium pay shall not be pyramided. Calculations of worked hours shall include District-declared Holiday Hours. Worked hours for purposes of overtime pay will not include hours of leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave. Pay during District-declared Snow Emergency Hours and District-declared Emergency Repair Hours will include all leave hours as worked hours, including leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave that has been requested, approved and used for the same work week as the District-declared emergency. Leave and holiday hours will be treated as worked hours for purpose of calculating hours of work eligible for overtime pay at 150% of the employee's pay rate during District-declared emergencies. If a major holiday (Christmas, New Years, Easter or July 4th) falls on a Saturday or Sunday and there is no holiday pay for that specific day, the employee will be paid two and a half times (250%) the employee's pay rate for a District-declared emergency. District-declared Emergency Repairs shall be defined as repairs to building and/or equipment that are necessary to prevent damage to District facilities that have the potential to disrupt the normal use of the facility, and/or has the potential to create or be a safety and/or health hazard to students or staff. Work assigned outside the normal work hours for District-declared Emergencies shall be assigned only by authorized district management personnel on an as needed basis.

A lunch break, without pay, normally one-half (1/2) hour will be scheduled for each employee. Work schedules may be established at the discretion of the Board as necessary. Employees working a full

eight (8) hour day shall be provided two (2), fifteen (15) minute breaks per day. One break per four (4) hour period worked.

ARTICLE 6 **GRIEVANCES**

Any disagreement or difference of opinion between the Board, the Union, or the employees covered by this agreement concerning the interpretation or application of the terms or provisions of this agreement, will be considered a grievance. It is always desired that disagreements be settled informally by presenting the concern to the appropriate supervisor in a timely fashion. If this does not resolve the concern, the following process will be followed in filing a formal grievance.

Any employee, the Union, or the Board may present a grievance. Any grievance which is not presented within fifteen (15) working days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party.

The procedure for handling grievances shall be as follows:

The grievant shall first take up the grievance by presenting it, in writing, to his/her department supervisor. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the department supervisor, the Union representative shall present the grievance, in writing, to the Superintendent of Schools or his/her designated representative. Said appeal shall be presented to the office of the superintendent within fifteen (15) days of the date that the grievance was presented to the department supervisor.

The superintendent shall, within thirty (30) days from the date it is presented to him/her, make a determination as to the grievance. If that determination is not satisfactory to the aggrieved party it may be appealed in writing to the Board within thirty (30) days of the superintendent's decision. The Board shall hear the grievance in open or closed session and the decision of the Board shall be rendered within thirty (30) days of said hearing. Neither the Board nor the Union will attempt, by means other than the grievance procedure, to bring about a settlement of any issue which is properly the subject for disposition through the grievance procedure.

ARTICLE 7
MILITARY LEAVE

An employee in the Military Service will have reinstatement rights provided he/she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans. Veterans shall retain all vacation rights, except that they will be considered as having taken vacations while in the service.

ARTICLE 8
ACTS IN VIOLATION OF LAWS OR ORDERS

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal Law or any Presidential Order, and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the Law.

ARTICLE 9
SENIORITY

In cases of reduction in force or necessary changes in numbers of employees per trade, seniority will be used. If a reduction is necessary, management will determine the trade or job category that needs to be reduced and the least senior member of that trade or job category will be affected.

In the event a job opening occurs all maintenance employees will be notified of the opening by posting and email. Any maintenance employee may then apply for that opening by notifying the District's Human Resources Office in writing. In the selection of an employee by the District, consideration shall be on the basis of the most qualified applicant. Qualifications include, but are not limited to, training and experience in the type of work required of the position. In cases where the administration determines the qualifications of the applicants to be substantially the same, the District employee with the most seniority would be selected to fill the position. No maintenance employee will be considered for a job opening who has not served one hundred eighty (180) calendar days in their present position unless the new opening is for a shift change.

ARTICLE 10
BEREAVEMENT LEAVE

BEREAVEMENT LEAVE

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

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

Additional absences will be considered under the Accumulated Leave of this Agreement. For family members not listed in this chart, personal leave is appropriate to attend the funeral services.

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

ARTICLE 11
ACCUMULATED LEAVE

Accumulated leave, (sick leave and personal leave) will consist of (1) day for each month of service plus one annually, for a total of 13 days per year. Four of the accumulated leave days will be designated as personal leave. Accumulated leave is earned monthly and will be granted on September 1st of each year. Accumulated leave may carry over from year to year as sick leave

up to a total of one hundred twenty (120) days. Upon separation, employees will be paid for fifty percent (50%) of their accumulated days at their current rate of pay, up to a maximum of sixty (60) days. All employees will be rewarded for non-use of accumulated leave as follows:

Each year, those employees who have accumulated more than sixty (60) days of accumulated leave, as of September 1, may opt to sell back to the district, at their previous year's daily pay rate, up to ten (10) days of leave but in no case will this sale allow their accumulated leave to fall below sixty (60) days.

An employee may apply to use personal leave for reasons such as special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A personal leave request shall be submitted using the district's leave form to the immediate supervisor, who will approve or, in cases that may disrupt the delivery of services that cannot otherwise be accommodated, disapprove the application. Should the immediate supervisor disapprove the application, the employee may submit the application to the Assistant Superintendent of Human Resources. The employee may confidentially submit the reason for the personal leave directly to the Assistant Superintendent of Human Resources. The Assistant Superintendent will approve or disapprove the personal leave request that was submitted confidentially. The immediate supervisor will be notified of an approved personal leave request but not the reason. Personal leave, if granted will be deducted from available accumulated leave.

ARTICLE 12
UNION LEAVE

The Union may request leave for maintenance employees to perform Union business. The request must be made in writing to the Assistant Superintendent of Human Resource at least five working days prior to the start date of the leave. The district will grant the leave so long as it will not interfere with the orderly performance of duties by the employees covered under this agreement, and so long as the request complies with the following provisions:

- (a) No individual employee shall request or receive in any contract year more than eight days (64 hours) leave of absence under this section, and the total number of days granted for leaves of absence under this section to all employees shall not exceed 15 days during the contract year.
- (b) No more than three employees on any date shall be on a leave of absence under this section and the district is not required to grant leaves of absence to employees when such leaves of absence immediately follow a leave of absence granted to another employee.
- (c) The Union will reimburse the district upon receipt of invoice for all costs and expenses resulting from the granting of the leave of absence including the wages with applicable taxes and fringe benefits.

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<u>Job Assignment</u>	<u>2025-26</u>	<u>2026-27</u>
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**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226**

**SCHOOL DISTRICT 27,
SARPY COUNTY**

BY _____ **Date**

BY _____ **Date**

DRAFT