

**Agenda for the Board of Education Meeting  
Following the Hearing to Set Final Tax Request  
September 22, 2025, at 6:00pm**

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

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

**Nebraska Open Meetings Law:** Posted at entrance to room.

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

**I. Call to Order**

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

**II. Communications (*Reports and Celebrations*)**

- A. Military Advisory Report: Colonel Mark Russell, MSG/CC
- B. Presentation: KIND Array
- 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

**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. Budget Hearing and Board Meeting Minutes of September 8, 2025, Board Retreat Minutes of September 11, 2025
- B. Adoption of Nebraska State Science Standards (Goal #1)
- C. Adoption of 2025/26 Budget Funds (General Operations)
- D. Superintendent 2025/26 Performance Goals (General Operations)

**IV. Discussion/Information Items**

- A. Custodial and Warehouse Tentative Agreement (Goal # 3)
- B. Option Enrollment Resolution (General Operations)

**V. Public Comment for Items Not on the Agenda\***

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

**VI. Future Board Calendar**

September 24, 2025	Liaison Lunch @ Golden Hills w/Butler @ 11:15am
October 7, 2025	Liaison Lunch @ Prairie Queen w/Lodes @ 11:30am
October 10, 2025	No School - Students & Staff
October 13, 2025	No School - Staff Development Day
October 13, 2025	Board of Education Meeting @ 6:00pm - Central Office

**VII. Adjournment**

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

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

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27**  
**FINANCIAL STATEMENT**  
**08/31/25**

**BEGINNING G/L BALANCE AS OF 7/31/2025** 13,277,457.38

**REVENUE:**

State Aid	0.00
Property Taxes Sarpy	22,581,510.29
Douglas Taxes	0.00
Special Ed	0.00
Grant Revenue	0.00
MIPS/MAPS	106,387.53
Interest Earned on Bank Accounts	117,969.13
School Lunch Program Receipts	398,555.52
Tuition Express (preschool tuition)	0.00
Misc. Items	103,126.52

**TOTAL REVENUE** \$23,307,548.99

**DISBURSEMENTS:**

Payroll	4,984,996.85
Payroll Taxes	1,833,317.75
Vendor Payments/Mileage Reimb. General Fund	3,989,264.51
Payflex Fees	835.20
Health Savings Acct.	37,165.98
Retirement ACH	1,166,800.46

**TOTAL DISBURSEMENTS** 12,012,380.75

**ENDING BALANCE AS OF 08/31/25** 24,572,625.62

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Treasurer

**RETURN TO AGENDA**

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27**  
**BOND FUND FINANCIAL STATEMENT**  
**08/31/25**

**BOND FUND #3**

Balance 8/1/2025 \$ 7,247.46

**REVENUE:**

Sarpy County Property Tax	0.00	
Interest	24.85	
Deposit	0.00	
Internal Transfer		
<b>TOTAL REVENUE</b>	<b>\$</b>	<b>24.85</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 8/31/2025 \$ 7,272.31

**BOND FUND #4**

Balance 8/1/2025 \$4,428,878.00

**REVENUE:**

Sarpy County Property Tax	1,238,289.15	
Interest	17,439.29	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>	<b>\$</b>	<b>1,255,728.44</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 8/31/2025 \$ 5,684,606.44

**BOND FUND #5**

Balance 8/1/2025 \$4,173,072.10

**REVENUE:**

Sarpy County Property Tax	1,377,623.56	
Interest	16,826.41	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>	<b>\$</b>	<b>1,394,449.97</b>

**DISBURSEMENTS:**

Principal/ Interest Payments	0.00	
Internal Transfer	0.00	

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 8/31/2025 \$5,567,522.07

**BOND FUND #6**

Balance 8/1/2025 \$4,773,768.14

**REVENUE:**

Sarpy County Property Tax	2,539,461.15	
Interest	21,050.73	
Internal Transfer from bond 7	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 2,560,511.88</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 8/31/2025 \$7,334,280.02

**BOND FUND #7**

Balance 8/1/2025 \$3,520,039.98

**REVENUE:**

Sarpy County Property Tax	1,166,537.30	
Interest	14,201.70	
Internal Transfer		
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 1,180,739.00</b>

**DISBURSEMENTS:**

Principal/ Interest Payments	0.00	
Internal Transfer to Bond 6	0.00	
<b>TOTAL DISBURSEMENTS</b>		<b>\$0.00</b>

ENDING BALANCE THRU 8/31/2025 \$4,700,778.98

**RETURN TO AGENDA**

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Treasurer

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

**BUILDING FUND**

**Beginning Balance 8/01/2025** 2,422,674.38

**Receipts:**

Tax Revenue - Sarpy County/LC	399,823.00
Interest	8,077.86
Internal Transfer	0.00
Misc. Deposits - NDE Deposit	0.00
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	407,900.86

**Disbursements:**

A/P Checks	449,106.86
Internal Transfer	500,000.00
	-----
	949,106.86

**Ending Balance 8-31-25 Per G/L** 1,881,468.38

**CONSTRUCTION FUND**

**Beginning Balance 8/01/2025** 36,438,179.36

**Receipts:**

Tax Revenue - Sarpy County/LC	0.00
Interest	19,448.07
Bond Refunding/Misc. Receipts	0.00
Internal Transfer from gen fund	0.00
	-----
	19,448.07

**Disbursements:**

A/P Checks	8,841,853.33
Internal Transfers To Gen Fund	0.00
Investing Fees	0.00
Transfer to Five Points	9,000,000.00
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	17,841,853.33

**Ending Balance 8-31-25 Per G/L** 18,615,774.10

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Treasurer

**RETURN TO AGENDA**

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27**  
**MONTHLY STAFF TRAVEL REQUEST**  
**BOARD OF EDUCATION**  
**September 22, 2025**

<b>STAFF MEMBER</b>	<b>DATE AND DESTINATION</b>	<b>CONFERENCE / WORKSHOP</b>	<b>ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS</b>	<b>ESTIMATED SUB COST</b>
Patti Drewes-Hynek & Melissa Hall	November 18-22, 2025 Orlando, FL	NAEYC National Annual Conference	\$4,027.00 (G)	\$0.00
Zac Konrad	December 17-19, 2025 Chicago, IL	Midwest Band and Orchestra Clinic	\$0.00	\$540.00 (D)
<b>OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF</b> Estimated General Fund Expenditures				
Allie Kamppinen, Sydney Travis, Kaeden Taylor & 15 Students	February 4 - 9, 2025 Orlando, FL	UDA Nationals	\$1,155.00 (A)	\$0.00

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

**Return to Agenda**

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27  
PERSONNEL ACTIONS  
BOARD OF EDUCATION  
September 22, 2025**

**Resignations**

Elizabeth Kanger

Art

Papillion La Vista High School

**Resignations end of 25-26**

Julee Sauer

Director of Curriculum & Secondary Education

Central Office

**New Contracts**

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27**  
**Budget Hearing Proceedings**  
**September 8, 2025**

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, met in open and public session at 6:00 p.m., Monday, September 8, 2025. The Budget Hearing was held at the Papillion La Vista Community School District Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the Budget Hearing was provided in advance by publication in the *Sarpy Times*, September 3, 2025. Notice of the hearing 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. Printed copies of the detailed budget were available to the public at the meeting. The proceedings, hereafter shown, were taken while the convened hearing was open to the attendance of the public.

Call to Order

Board President SuAnn Witt called the hearing to order, led the group in the Pledge of Allegiance and publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room. Roll Call was taken. Board members present were: Mr. Brian Lodes, Ms. Lisa Wood, Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler, Ms. SuAnn Witt.

Budget Hearing

The purpose of the hearing was to hear support, opposition, criticism, suggestions, or observations of taxpayers relating to the proposed 2025-2026 budget and to consider amendments relative thereto.

Mr. Brett Richards, Assistant Superintendent for Business Services, reviewed the proposed 2025-2026 budgets for all funds. A breakdown of Funds within the school district budget consists of the General, Depreciation, Bond Fund, Special Building, Activities, School Nutrition, Cooperative, and Student Fees. The General Fund Budget is proposed to increase 2.6% overall.

There is a 7.6% increase of the valuation due to new commercial properties, residential development, and continued rising home values in communities. State Aid increased 2.75% from the previous year, taking the District out of the equalization formula. A 3% property tax cap of overall local and state revenue means a maximum asking of \$111,539,393 total property taxes by law. Mr. Richards commented the district has hit the bottom for state aid equalization, unless there is a decline in enrollment or changes in legislation.

The budget will be voted on at the September 22, 2025, meeting of the Board, and the approved budget will then be submitted to the State and County by September 23, 2025. A Tax Request hearing will be held on September 22, 2025, prior to the regular board meeting. Action on the Tax Request will take place at the October 13, 2025, meeting of the Board.

There being no further discussion or questions, the hearing was adjourned by Board President Witt at 6:13pm.

Ms. Lisa Wood, Secretary  
Board of Education

**PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27**  
**Board of Education Proceedings**  
**September 8, 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 6:18p.m., Monday, September 8, 2025, following the Budget Hearing. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, September 3, 2025. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

Board President SuAnn Witt called the meeting to order and publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room. Ms. Witt led the group in the Pledge of Allegiance.

Roll Call was taken. Board members present were: Mr. Brian Lodes, Ms. Lisa Wood, Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler, Ms. SuAnn Witt.

Student Council

Abigail Bender and Maddie Larsen, representatives from Papillion La Vista South High School, reported for the Student Council. The theme for the school this year is 'Titan Tough', focusing on displaying teamwork, a positive attitude, grit and humility. PLSHS Academic Letters were awarded to recipients this fall. The fall sports season is in full swing. The Volleyball team is currently the #1 team in Class A. The football team defeated the Papillion La Vista Monarchs in the Monarch/Titan game on Friday, August 29. Homecoming is on September 20 and the theme will be *Under the Sea*. The marching band has a new show: *Neon Cowboy* and their first competition on September 20.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities. Dr. Rikli spoke about the conclusion of the first holiday for the school year, Labor Day.

Dr. Rikli talked about the Monarch/Titan games at the beginning of the year; football, volleyball, golf and softball. Dr. Rikli attended the Community Closet event last Saturday at La Vista Middle School. There were 126 families in attendance for the event and around 8,600 items were distributed. The next event is scheduled for October 18. Dr. Rikli reminded the Board and community about the joint tax hearing on September 18 at 6:30pm at Bellevue University.

Dr. Rikli spoke about his upcoming meeting for the Commissioner's Superintendent Advisory Board in Hershey, NE. Dr. Rikli mentioned that the Monarchs are hosting homecoming this Saturday, September 13 and the Titan's will host homecoming next Saturday, September 20.

### Board Comments

Mr. Lodes attended the PLSHS Academic Letter ceremony. Mr. Lodes attended the Titan Classic for Cross Country. Ms. Witt attended the Monarch football game last Thursday.

### Committee Reports

- Building & Grounds & Finance: Mr. Lodes reported the committee had met. Agenda items included the 2025/26 budget and tax parameters. Other committee discussions included potential land for a possible fourth middle school, and conversations with Verizon regarding a cell tower in the district.
- HR & Student Services Committee: Mr. Lodes reported the committee had not met.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee had not met.

### Action Items

A motion was made by Mr. Bailey and seconded by Mr. Madler to approve the Action by Consent Items: The meeting agenda, finance, out of state travel, personnel items, and the Board meeting minutes of August 25, 2025. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Wood, Bailey, Butler, Madler, Witt and Lodes. Nays: None. The motion carried.

### Discussion/Information Items

Dr. Kati Settles provided information regarding the Voluntary Separation (Early Retirement Incentive) program and included a look at the historical numbers in applications over the last five years.

Dr. Rikli shared his 2025-26 performance goals with the Board. These goals will be discussed at the Board Retreat on September 11. The Papillion La Vista Schools Board of Education, working in collaboration with the Superintendent, developed several goals for the 2025-26 school year. These goals serve as the foundation for Dr. Rikli's annual Superintendent evaluation by the Board of Education during the 2025-26 school year. The Board will be presented with a final summary of his progress for the 2025-26 school year. 1. Implement new District Strategic Planning process, 2. Develop Communication & Engagement Strategies for District Staff and Residents, 3. Implement enhanced Curriculum, Instruction, Assessment and Technology priorities, 4. Expand District staff recruitment, retention, and succession planning strategies, 5. Implement plans for bond facility and safety projects. A copy of the Superintendent's three-year contract is available for patron review on the district website in accordance with Nebraska's Superintendent Contract Transparency Act.

Dr. Shureen Seery, Assistant Superintendent of Curriculum, and the Board of Education Curriculum Subcommittee discussed the Science standards with the state academic content standards as set forth in the Nebraska Department of Education Rule 10. After the Subcommittees review the group recommended the District adopt the Nebraska State Science Standards in the subject area of Science as presented. Approval of the Papillion La Vista Community School District's Science standards will go before the Board for action at the September 22, 2025 regular meeting of the Board.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 6:57pm.

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

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27**  
**BOARD RETREAT PROCEEDINGS**  
**September 11, 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 4:00pm Thursday, September 11, 2025. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, NE 68046.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, September 3, 2025. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

Board President SuAnn Witt called the meeting to order. Ms. Witt led the group in the Pledge of Allegiance. All board members were present: Ms. SuAnn Witt, Mr. Brian Lodes, Mr. Marcus Madler, Ms. Lisa Wood, Mr. Skip Bailey, Ms. Elizabeth Butler.

Dr. Rikli thanked the board members for giving their time to attend the meeting.

Administrative Items:

High School Enrollment: Dr. Rikli and Dr. Kati Settles discussed High School enrollment and the imbalance of Papillion La Vista High School and Papillion La Vista South High School. Input was provided by both high school principals, Mr. Jason Ryan and Mr. Jeff Spilker. Discussion outlined the explanation of option enrollment and in-district transfers and how these are impacting enrollment. An Ad-Hoc Committee of Board members and administrators was formed to develop detailed policy recommendations and review exceptions.

Legislation and policy changes: Dr. Rikli and Mr. Brett Richards discussed various legislation and policy changes. Mr. Richards spoke about the comparison of KSB policies and the District's policies and how they align.

Strategic Plan: Mission/Beliefs: Dr. Shureen Seery shared the recommendations of the mission statement for the Strategic Plan from the Advisory Committee. Dr. Seery and the Board discussed possible changes to the wording of the mission statement. Dr. Seery shared the beliefs and parameters and how they are related to the Strategic Plan. Ms. Witt made recommendations regarding the beliefs statements. Dr. Seery shared how the action teams that will be formed to help build the strategic plan. The considerations from the sub-committee will be brought back before the Board at the next Strategic Plan update.

Middle School Transportation options: Mr. Richards discussed the current process of bus transportation throughout the district. Mr. Richards discussed the middle school boundaries, costs of transportation and concerns for middle school transportation. Mr. Richards and the Board discussed the reimbursement options given to the District for transportation and the costs associated with adding more middle school transportation.

Superintendent Goals, 2025-2026: The Board agreed that the proposed new goals for Dr. Rikli will be: 1. Implement new District Strategic Planning process, 2. Develop communication and engagement strategies for District staff and residents, 3. Implement enhanced Curriculum, Instruction, Assessment, and Technology

priorities, 4. Expand district staff recruitment and retention, and succession planning strategies, 5. Implement plan for bond facility and safety projects. The Board made some suggestions to the annual goals. Dr. Rikli will revise his goals and share them at the next Board meeting.

**Board Items:**

Ms. Witt shared the overview of the 8000 Board Policy series. The policies will be reviewed again to ensure accuracy from previous changes.

Ms. Witt shared information she received from a NASB workshop regarding meeting norms. Ms. Wood shared her observations of the meeting norms from our District in comparison to the NASB norms.

Ms. Butler spoke about Robert's Rules of Order. Ms. Butler shared guidance in adopting Robert's Rules of Order in comparison to what the District has in policy currently. The Board held discussion on the wording of our current policy.

Mr. Bailey shared the topic of internal and external communication from the Board. The Board agreed that when responding, following the chain of command is best practice.

Ms. Wood discussed the Superintendent's evaluation instrument. The Board agreed they would like to be able to leave comments after each rating to better serve the purpose of evaluating the Superintendent.

Mr. Lodes held a brief discussion on the process for proposing agenda items.

Mr. Madler shared information regarding the Board's self-assessment review. Mr. Madler shared notes from the Board's self assessment review with Stacey, from NASB, at last year's retreat. The Board discussed a possible Ad-Hoc Committee for legislative advocacy.

The Board recommended another retreat in the Spring.

There being no further business, the meeting adjourned at 9:08 p.m.

Lisa Wood, Secretary  
Board of Education  
Papillion La Vista Community Schools

**Subject:** Adopt State Science Standard

**Meeting Date:** September 22, 2025

**Prior Meeting Discussion Date:** September 8, 2025

**Department:** Curriculum

**Action Desired:** Approval  Discussion  Information Only

**Background:**

Nebraska Rule 10 – 004.01B: School districts adopt academic content standards in the subject areas of reading and writing (language arts), mathematics, and science determined by each district to be measurable quality standards that are the same as, equal to, or more rigorous than the state academic content standards in Appendix A (English Language Arts Standards), Appendix B (Mathematics Standards), Appendix C (Science Standards), and Appendix D (Social Studies Standards) pursuant to 79-760.01 R.R.S. The deadline for school districts to adopt replacement academic content standards, will not extend past one year following the State Board’s adoption of new content standards.

K-12 science toolbox committees will review and align the Papillion La Vista science curriculum with Nebraska State science standards. A copy of the Nebraska College and Career State Science Standards can be found on the Nebraska Department of Education’s website.

**Recommendation:** Motion to adopt the Nebraska State science standards. (2024)

**Responsible Person:** Shureen Seery

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



**RETURN TO AGENDA**

**Subject:** Adoption of 2025-26 Budget of Funds

**Meeting Date:** September 22, 2025

**Prior Meeting Discussion Date:** *Hearing:* September 8, 2025

**Department:** Business Services

**Action Desired:** Approval  Discussion  Information Only

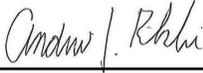
**Background:**

As required, the Board must formally adopt the school district budget for all funds for 2025-26. The public hearing was held September 8, 2025 at 6:00 PM. Copies of the budget hearing were available at the meeting. Actions recommended are as follows:

1. Approval of the General Fund budget in the amount of \$169,816,374.
2. Approval of the Depreciation Fund budget in the amount of \$2,531,668.
3. Approval of the Special Building Fund budget in the amount of \$68,875,000.
4. Approval of the Bond Fund budget for in the amount of \$18,500,000.
5. Approval of the School Nutrition Fund budget in the amount of \$9,000,000.
6. Approval of the Cooperative Fund budget in the amount of \$190,202.
7. Approval of the Student Fee Fund budget in the amount of \$1,500,000.
8. Approval of the Activity Fund budget in the amount of \$3,873,896.

**Recommendation:** Motion to approve the adoption of the Papillion La Vista Community School’s budget for 2025-26 as presented on the attached Budget Resolution and State Budget Forms.

**Responsible Person:** Brett Richards

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

**RETURN TO AGENDA**

**2025-26 SCHOOL DISTRICT BUDGET RESOLUTION  
FOR  
SARPY COUNTY SCHOOL DISTRICT #77-0027**

WHEREAS, public notice was given at least five days in advance of a Special Public Hearing called for the purpose of discussing and approving or modifying the District’s Budget Requests for the 2025-26 school fiscal year for all Funds of Sarpy County School District #77-0027; and,

WHEREAS, such Special Public Hearing was held before the Board of Education of Sarpy County School District 77-0027 at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication is attached hereto as required by law; and,

WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and,

WHEREAS, the Board, after having reviewed the District’s Budget for each said fund, and after public consideration of the matter, has determined that the Final Budgets as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2025-26 school fiscal year.

NOW BE IT THEREFORE RESOLVED FOR THE SCHOOL YEAR 2025-26:

- (1) The Budget for the General Fund should be, and hereby is set at \$169,816,374;
- (2) The Budget for the Depreciation Fund should be, and hereby is set at \$2,531,668;
- (3) The Budget for the Special Building Fund should be, and hereby is set at \$68,875,000;
- (4) The Budget for the Bond Fund should be, and hereby is set at \$18,500,000;
- (5) The Budget for the School Nutrition Fund should be, and hereby is set at \$9,000,000;
- (6) The Budget for the Cooperative Fund should be, and hereby is set at \$190,202;
- (7). The Budget for the Student Fee Fund should be, and hereby is set at \$1,500,000;
- (8) The Budget for the Activity Fund should be, and hereby is set at \$3,873,896.

It is so moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ this 22nd day of September, 2025.

Roll Call vote as follows:

SuAnn Witt	YES	NO	Absent
Elizabeth Butler	YES	NO	Absent
Marcus Madler	YES	NO	Absent
Skip Bailey	YES	NO	Absent
Brian Lodes	YES	NO	Absent
Lisa Wood	YES	NO	Absent

The undersigned herewith certifies, as President of the Board of Education Sarpy County School District #77-0027, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

\_\_\_\_\_, President

**2025-2026  
STATE OF NEBRASKA  
SCHOOL DISTRICT BUDGET FORM**

County-District #: 77-0027-00      Class #: III  
Papillion La Vista Community Schools  
TO THE COUNTY BOARD AND COUNTY CLERK OF  
Sarpy County

This budget is for the Period **SEPTEMBER 1, 2025** through **AUGUST 31, 2026**

**Upon Filing, The School Certifies the Information Submitted on this Form to be Correct:**

AMOUNT OF PERSONAL AND REAL PROPERTY TAX REQUIRED FOR:	Principal and Interest on Bonds	All Other Purposes	TOTAL
General Fund	\$ -	\$ 92,272,726.00	\$ 92,272,726.00
Bond Fund(s) <i>[If More Than 1 Bond Fund - Total All Together]</i>	\$ 17,650,505.00		\$ 17,650,505.00
Special Building Fund	\$ -	\$ 1,616,162.00	\$ 1,616,162.00
Qualified Capital Purpose Undertaking Fund	\$ -	\$ -	\$ -
<b>Total All Funds</b>	<b>\$ 17,650,505.00</b>	<b>\$ 93,888,888.00</b>	<b>\$ 111,539,393.00</b>

Outstanding Bonded Indebtedness as of September 1, 2025  
*(Include Bond Fund(s) and Qualified Capital Purpose Undertaking Fund)*

\$ 220,450,000.00	Principal
\$ 100,696,282.00	Interest
\$ 321,146,282.00	<b>Total Outstanding Bonded Indebtedness</b>

<b>Total Certified Valuation (All Counties)</b>	\$ 10,209,530,981
---	-------------------

*(Certification of Valuation(s) from County Assessor **MUST** be attached)*

**Report of Joint Public Agency & Interlocal Agreements**

Was this Subdivision involved in any Interlocal Agreements or Joint Public Agencies for the reporting period of July 1, 2024 through June 30, 2025?

YES       NO

*If YES, Please submit Interlocal Agreement Report by September 30th.*

County Clerk's Use Only

**Report of Trade Names, Corporate Names & Business Names**

Did the subdivision operate under a separate Trade Name, Corporate Name, or other Business Name during the period of July 1, 2024 through June 30, 2025?

YES       NO

*If YES, Please submit Trade Name Report by September 30th.*

Has your School District held a successful election to override the levy limits provided in Statute 77-3442, which is in effect for 2024-2025 school fiscal year?

YES       NO

**APA Contact Information**

Auditor of Public Accounts  
PO Box 98917  
Lincoln, NE 68509

**Telephone:** (402) 471-2111      **FAX:** (402) 471-3301

**Website:** [auditors.nebraska.gov](http://auditors.nebraska.gov)

**Questions - E-Mail:** [Jeff.Schreier@nebraska.gov](mailto:Jeff.Schreier@nebraska.gov)

**Submission Information**

**Budget Due by 9-30-2025**

**Submit budget to:**

- Auditor of Public Accounts -Electronically on Website or Mail
- County Board (SEC. 13-508), C/O County Clerk
- Nebraska Dept. of Education -Upload to NDE Portal only

**BUDGET STATEMENT AND CERTIFICATION OF TAX**

County-District # 77-0027-00  
Papillion La Vista Community Schools

**2025-2026 BUDGET ADOPTED**

	<b>TOTAL BEGINNING BALANCE</b> (Column 1)	<b>TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES</b> (Including Beginning Balances) (Column 2)	<b>PERSONAL AND REAL PROPERTY TAXES</b> (Column 3)	<b>TOTAL RESOURCES AVAILABLE</b> (Col 2 + Col 3) (Column 4)	<b>TOTAL BUDGET OF DISBURSEMENTS &amp; TRANSFERS - SPECIAL EDUCATION</b> (Column 5)	<b>TOTAL BUDGET OF DISBURSEMENTS &amp; TRANSFERS - NON-SPECIAL EDUCATION</b> (Column 6)	<b>TOTAL BUDGET OF DISBURSEMENTS &amp; TRANSFERS</b> (Col 5 + Col 6) (Column 7)	<b>NECESSARY CASH RESERVE</b> (Column 8)	<b>TOTAL REQUIREMENTS</b> (Col 7 + Col 8) (Column 9)
General	29,336,223.00	90,740,986.00	91,350,000.00	182,090,986.00	25,803,257.00	144,013,117.00	169,816,374.00	12,274,612.00	182,090,986.00
Depreciation	1,531,668.00	2,531,668.00		2,531,668.00			2,531,668.00		2,531,668.00
Employee Benefit	-	-		-			-	-	-
Contingency	-	-		-			-		-
Activities	773,896.00	3,873,896.00		3,873,896.00			3,873,896.00	-	3,873,896.00
School Nutrition	8,332,895.00	15,187,895.00		15,187,895.00			9,000,000.00	6,187,895.00	15,187,895.00
Bond	18,311,216.00	19,186,501.00	17,474,000.00	36,660,501.00			18,500,000.00	18,160,501.00	36,660,501.00
Special Building	34,629,696.00	67,275,000.00	1,600,000.00	68,875,000.00			68,875,000.00		68,875,000.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-	-
Cooperative	-	190,202.00		190,202.00			190,202.00	-	190,202.00
Student Fee	161,510.00	1,661,510.00		1,661,510.00			1,500,000.00	161,510.00	1,661,510.00
				-					-
<b>TOTAL ALL FUNDS</b>	<b>93,077,104.00</b>	<b>200,647,658.00</b>	<b>110,424,000.00</b>	<b>311,071,658.00</b>	<b>25,803,257.00</b>	<b>144,013,117.00</b>	<b>274,287,140.00</b>	<b>36,784,518.00</b>	<b>311,071,658.00</b>

<b>PERSONAL AND REAL PROPERTY TAX RECAP</b>	<b>General Fund</b>	<b>Bond Fund(s) [Total Of All Bond Funds]</b>	<b>Special Building Fund</b>	<b>Qualified Capital Purpose Undertaking Fund</b>
PERSONAL AND REAL PROPERTY TAXES FROM COLUMN 3 (Line A)	91,350,000.00	17,474,000.00	1,600,000.00	-
COUNTY TREASURER'S COMMISSION 1% OF TAXES COLLECTED (Line B)	922,726.00	176,505.00	16,162.00	-
<b>TOTAL PERSONAL AND REAL PROPERTY TAXES (Line A + Line B) (Line C)</b>	<b>92,272,726.00</b>	<b>17,650,505.00</b>	<b>1,616,162.00</b>	<b>-</b>

<b>CERTIFIED STATE AID</b>	<b>MOTOR VEHICLE TAXES</b>
<b>\$ 21,632,916.00</b>	<b>\$ 7,800,000.00</b>

<b>COUNTY TREASURER'S BALANCE, 9-1-2025</b>			
2,836,223.00	311,216.00	129,696.00	-

<b>2024-2025 ACTUAL/ESTIMATED</b>								
	<b>TOTAL BEGINNING BALANCE</b> <small>(Column 1)</small>	<b>TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES</b> <small>(Including Beginning Balances) (Column 2)</small>	<b>PERSONAL AND REAL PROPERTY TAXES</b> <small>(Column 3)</small>	<b>TOTAL RESOURCES AVAILABLE</b> <small>(Col 2 + Col 3) (Column 4)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS - SPECIAL EDUCATION</b> <small>(Column 5)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS - NON-SPECIAL EDUCATION</b> <small>(Column 6)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS</b> <small>(Col 5 + Col 6) (Column 7)</small>	<b>TOTAL ENDING BALANCE</b> <small>(Col 4 - Col 7) (Column 8)</small>
General	28,895,611.00	103,261,223.00	74,000,000.00	177,261,223.00	24,950,000.00	122,975,000.00	147,925,000.00	29,336,223.00
Depreciation	2,688,977.00	3,688,977.00		3,688,977.00			2,157,309.00	1,531,668.00
Employee Benefit	-	-		-			-	-
Contingency	-	-		-			-	-
Activities	773,896.00	3,273,896.00		3,273,896.00			2,500,000.00	773,896.00
School Nutrition	10,827,895.00	16,665,790.00		16,665,790.00			8,332,895.00	8,332,895.00
Bond	18,405,931.00	19,811,216.00	17,500,000.00	37,311,216.00			19,000,000.00	18,311,216.00
Special Building	12,260,464.00	79,629,696.00	-	79,629,696.00			45,000,000.00	34,629,696.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	-	85,000.00		85,000.00			85,000.00	-
Student Fee	161,510.00	1,311,510.00		1,311,510.00			1,150,000.00	161,510.00
				-				-
<b>TOTAL ALL FUNDS</b>	74,014,284.00	227,727,308.00	91,500,000.00	319,227,308.00	24,950,000.00	122,975,000.00	226,150,204.00	93,077,104.00

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

<b>MOTOR VEHICLE TAXES</b>	
<b>\$</b>	<b>7,800,000.00</b>

<b>2023-2024 ACTUAL</b>								
	<b>TOTAL BEGINNING BALANCE</b> <small>(Column 1)</small>	<b>TOTAL AVAILABLE RESOURCES BEFORE PROPERTY TAXES</b> <small>(Including Beginning Balances) (Column 2)</small>	<b>PERSONAL AND REAL PROPERTY TAXES</b> <small>(Column 3)</small>	<b>TOTAL RESOURCES AVAILABLE</b> <small>(Col 2 + Col 3) (Column 4)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS - SPECIAL EDUCATION</b> <small>(Column 5)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS - NON-SPECIAL EDUCATION</b> <small>(Column 6)</small>	<b>TOTAL DISBURSEMENTS &amp; TRANSFERS</b> <small>(Col 5 + Col 6) (Column 7)</small>	<b>TOTAL ENDING BALANCE</b> <small>(Col 4 - Col 7) (Column 8)</small>
General	32,264,724.00	104,072,330.00	72,614,484.00	176,686,814.00	23,777,067.00	124,014,136.00	147,791,203.00	28,895,611.00
Depreciation	2,668,468.00	3,668,468.00		3,668,468.00			979,491.00	2,688,977.00
Employee Benefit	-	-		-			-	-
Contingency	-	-		-			-	-
Activities	729,129.00	3,208,192.00		3,208,192.00			2,434,296.00	773,896.00
School Lunch	9,959,675.00	16,940,017.00		16,940,017.00			6,112,122.00	10,827,895.00
Bond	17,418,009.00	30,204,463.00	15,424,999.00	45,629,462.00			27,223,531.00	18,405,931.00
Special Building	9,780,491.00	35,711,413.00	1,812,655.00	37,524,068.00			25,263,604.00	12,260,464.00
Qualified Capital Purpose Undertaking	-	-	-	-			-	-
Cooperative	15,202.00	86,327.00		86,327.00			86,327.00	-
Student Fee	226,088.00	1,192,856.00		1,192,856.00			1,031,346.00	161,510.00
				-				-
<b>TOTAL ALL FUNDS</b>	<b>\$ 73,061,786.00</b>	<b>195,084,066.00</b>	<b>89,852,138.00</b>	<b>284,936,204.00</b>	<b>23,777,067.00</b>	<b>124,014,136.00</b>	<b>210,921,920.00</b>	<b>74,014,284.00</b>

NOTE: Total Disbursements and Transfers (Column 7) is the sum of Column 5 and Column 6 for the General Fund only. For all other funds, numbers will pull automatically from the Worksheets.

<b>MOTOR VEHICLE TAXES</b>	
<b>\$</b>	<b>7,882,534.00</b>

## CORRESPONDENCE INFORMATION

### ENTITY OFFICIAL ADDRESS

*If no official address, please provide address where correspondence should be sent*

**NAME** Papillion La Vista Community Schools  
**ADDRESS** 420 S Washington St.  
**CITY & ZIP CODE** Papillion, NE 68046  
**TELEPHONE** 402-537-6200  
**WEBSITE** www.plcschools.org

#### BOARD CHAIRPERSON

#### CLERK/TREASURER/SUPERINTENDENT/OTHER

#### PREPARER

<b>NAME</b>	<u>SuAnn Witt</u>	<u>Brett Richards</u>	<u>Brett Richards</u>
<b>TITLE /FIRM NAME</b>	<u>Chairperson</u>	<u>PLCS</u>	<u>PLCS</u>
<b>TELEPHONE</b>	<u>402-537-6200</u>	<u>402-537-6200</u>	<u>402-537-6200</u>
<b>EMAIL ADDRESS</b>	<u>suann.witt@plcschools.org</u>	<u>brett.richards@plcschools.org</u>	<u>brett.richards@plcschools.org</u>

For Questions on this form, who should we contact (please  one): Contact will be via email if supplied.

- Board Chairperson
- Clerk / Treasurer / Superintendent / Other
- Preparer

Papillion La Vista Community Schools

**2025-2026 ALLOWABLE GROWTH PERCENTAGE COMPUTATION FORM**

**CALCULATION OF ALLOWABLE GROWTH PERCENTAGE**

**Prior Year Non-Bond Property Tax Request** (1) \$ 88,596,784.00  
*(Total Personal and Real Property Tax Required for All Other Purposes from **prior year** budget - Cover Page)*

**Base Limitation Percentage Increase (2%)** 2.00 % (2)

**Real Growth Percentage Increase**  

$$\frac{244,076,714.00}{2025 \text{ Real Growth Value per Assessor}} \div \frac{9,554,460,395.00}{\text{Prior Year Total Real Property Valuation per Assessor}} = \underline{2.55} \% (3)$$

**Total Allowable Growth Percentage Increase (Line 2 + Line 3)** (4) 4.55 %

**Allowable Dollar Amount of Increase to Property Tax Request (Line 1 x Line 4)** (5) \$ 4,031,153.67

**TOTAL PROPERTY TAX REQUEST (Line 1 + Line 5)** (6) \$ 92,627,937.67  
*(Without needing to attend Joint Public Hearing, or be included on postcard notification)*

**ACTUAL PROPERTY TAX REQUEST**

**2025-2026 ACTUAL Non-Bond Property Tax Request** (7) \$ 93,888,888.00  
*(Total Personal and Real Property Tax Required for All Other Purposes from Cover Page)*

**Property Tax Request exceeds allowable growth percentage. Political subdivision **MUST** complete the postcard notification requirements, and participate in the joint public hearing.**

If line (7) is **greater than** line (6), your political subdivision **is required** to participate in the joint public hearing, and complete the postcard notification requirements of §77-1633. You must provide the required information to the County Assessor electronically by September 4th. You are not required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632. The joint public hearing is completed in lieu of this hearing.

If line (7) is **less than** line (6), your political subdivision **is not required** to participate in the joint public hearing, or complete the postcard notification requirements of §77-1633. You are required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632.

**SCHEDULE A GENERAL FUND LID EXCLUSIONS**

County-District #

77-0027-00

Papillion La Vista Community Schools

Line No.		2025-2026 Amount Budgeted To Spend
1	Repairs to Infrastructure Damaged by a Natural Disaster: (List repair)	
2		
3		
4		
5		
6		
7		
8		
9	<b>Total Repairs to Infrastructure Damaged by a Natural Disaster</b> (Lines 1 through 8)	\$ -
10	<b>Judgments:</b> (List the types of judgments obtained against your School District to the extent such judgment is not paid by liability insurance)	
11		
12		
13		
14		
15		
16		
17	<b>Total Judgments</b> (Lines 11 through 16)	\$ -
18	<b>Distance Education Courses</b>	
19	<b>Amounts eligible as exclusion for Voluntary Termination Agreements</b>	\$ 420,000.00
20	<b>Retirement Contribution Increase</b>	\$2,785,836
21	<b>Native American Impact Aid</b>	
22	<b>Total General Fund Lid Exclusions - To LC-2 Form</b> (Line 9 + Line 17 to 21)	\$ 3,205,836.00

Papillion La Vista Community Schools  
Schedule B - Levies

Levy Limit Compliance

NOTE: The Schedule portion below is to determine if the School District has met the levy limitations.

Line No.		General Fund (Column A)	Bond Funds (Column B)	Special Building Funds (Column C)	Qualified Capital Purpose Undertaking Funds (Column D)
1	Total Personal and Real Property Taxes -Cover Page	92,272,726.00	17,650,505.00	1,616,162.00	-
2	Exclusions:				
3	Bonded indebtedness secured by a levy on property (Includes Co. Treasurer Comm.)	-	17,650,505.00		-
4	Judgments not paid by liability insurance	-			
5					
6	Voluntary termination agreements with certificated Teachers 9/1/17 and after	-			
7					
8					
9					
10					
11					
12	Total Exclusions (Line 3 + Line 11)	-	17,650,505.00	-	-
13	Total Personal and Real Property Tax Requirement Subject to the Levy Limitation (Line 1 minus Line 12)	92,272,726.00	-	1,616,162.00	-
14	Assessed Valuation	10,209,530,981	10,209,530,981	10,209,530,981	10,209,530,981
15	Levy Subject to Limitation ((Line 13 / Line 14) x 100)	0.903790	0.000000	0.015830	0.000000
16	Total Levy for Compliance	0.919620			

Property Tax Request MUST also be within the School District's Property Tax Request Authority.

If the total levy on Line 16 is \$1.05, or less, the levy limitation per State Statute Section 77-3442 has been met.

If Total of Line 16 is greater than \$1.05 and you did not hold a successful election to override the levy, you are in violation of the levy lid. The school district must reduce property taxes to meet the levy limitation.

If Total of Line 16 is greater than \$1.05 and you held a successful election to override the levy, which is in effect for the you must attach a copy of the election ballot and the certified election returns to your budget.

**Qualified Capital Purpose Undertaking Fund levy.** A district may only exceed the maximum levy of five and one-fifth cents per one hundred dollars of taxable valuation in any year if (i) the taxable valuation of the district is lower than the taxable valuation in the year in which the district last issued capital purpose undertaking bonds or (ii) such maximum levy is insufficient to meet the annual principal and interest obligations for all capital purpose undertaking bonds. Projects beginning after April 19, 2016 can only have a maximum levy of three cents per one hundred dollars of taxable valuation in any year. (Statute 79-10,110 & 79-10,110.02).

**Special Building Fund levy.** Limit on Building Fund levy of 14 cents (Statute 79-10,120)

**REMINDER:** School districts that have combined levies greater than \$1.20 or the combined levies that exceeded the maximum levy approved at a special election may be subject to petitions for the free holding of territory. Combined levies do not include levies for bonded indebtedness approved by the voters of a school district or levies for the refinancing of such bonded indebtedness.

**Voluntary Termination Exclusions**

Line 6 Amount levied by school district at maximum levy to pay for current and future qualified voluntary termination incentives for certificated teachers pursuant to statute. Payments cannot exceed \$35,000, must be paid within 5 years, will result in savings to the school, were not included in a collective bargaining agreement

Line 7 Amounts levied by school district at maximum levy to pay for 50% of the current and future sums agreed to be paid to certificated employees in exchange for voluntary termination between 9/1/18 to 8/31/19 as a result of collective bargaining agreement in force on 9/1/17

Levies Expected to be Set by County

NOTE: The Schedule portion below is to assist with the Levy setting process.

Fund	Property Taxes	Valuation	Expected Levy
------	----------------	-----------	---------------

General Fund	\$ 92,272,726.00	\$ 10,209,530,981	0.903790
Special Building Fund	\$ 1,616,162.00	\$ 10,209,530,981	0.015830
Bond Fund 4	\$ 3,772,475.00	\$ 9,821,087,294	0.038412
Bond Fund 5	\$ 4,022,838.00	\$ 9,821,087,294	0.040961
Bond Fund 6	\$ 6,196,832.00	\$ 10,046,920,618	0.061679
Bond Fund 7	\$ 3,658,360.00	\$ 10,197,621,032	0.035875
QCPUF Fund	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
	\$ -		0
Total	\$ 111,539,393.00		\$ 1.096547

Must agree to Cover

**Superintendent Pay Transparency Notice—Proposed Contract Dr. Andrew Rikli**

Notice is hereby given that Papillion La Vista Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on May 12, 2024 at 6 pm at the Central Office Board Room at 420 S. Washington St. in Papillion, Nebraska.

After the 2025/26 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

2
---

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 273,847.31	\$ 547,694.62	\$ 821,541.93
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 18,091.20	\$ 36,182.40	\$ 54,273.60
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>			\$ -
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 4,000.00	\$ 8,000.00	\$ 12,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,080.00	\$ 2,160.00	\$ 3,240.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>	\$ 7,500.00	\$ 15,000.00	\$ 22,500.00
• <i>Mileage Allowance</i>	\$ 6,000.00	\$ 12,000.00	\$ 18,000.00
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 310,518.51</b>	<b>\$ 621,037.02</b>	<b>\$ 931,555.53</b>

# NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Papillion La Vista Community Schools (77-0027-00) in Sarpy County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 8th day of September, 2025 at 6:00 o'clock, P.M., at 420 South Washington Street, Papillion, NE 68046 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2023-2024 (1)	2024-2025 (2)	2025-2026 (3)			
General	\$ 147,791,203.00	\$ 147,925,000.00	\$ 169,816,374.00	\$ 12,274,612.00	\$ 90,740,986.00	\$ 92,272,726.00
Depreciation	\$ 979,491.00	\$ 2,157,309.00	\$ 2,531,668.00		\$ 2,531,668.00	
Employee Benefit	\$ -	\$ -	\$ -	\$ -	\$ -	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 2,434,296.00	\$ 2,500,000.00	\$ 3,873,896.00	\$ -	\$ 3,873,896.00	
School Nutrition	\$ 6,112,122.00	\$ 8,332,895.00	\$ 9,000,000.00	\$ 6,187,895.00	\$ 15,187,895.00	
Bond	\$ 27,223,531.00	\$ 19,000,000.00	\$ 18,500,000.00	\$ 18,160,501.00	\$ 19,186,501.00	\$ 17,650,505.00
Special Building	\$ 25,263,604.00	\$ 45,000,000.00	\$ 68,875,000.00		\$ 67,275,000.00	\$ 1,616,162.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ 86,327.00	\$ 85,000.00	\$ 190,202.00	\$ -	\$ 190,202.00	
Student Fee	\$ 1,031,346.00	\$ 1,150,000.00	\$ 1,500,000.00	\$ 161,510.00	\$ 1,661,510.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>TOTALS</b>	<b>\$ 210,921,920.00</b>	<b>\$ 226,150,204.00</b>	<b>\$ 274,287,140.00</b>	<b>\$ 36,784,518.00</b>	<b>\$ 200,647,658.00</b>	<b>\$ 111,539,393.00</b>

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ 17,650,505.00	\$ 93,888,888.00	\$ 111,539,393.00

## Notice of Special Hearing To Set Final Tax Request

Papillion La Vista Community Schools (77-0027-00) in Sarpy County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 22nd day of, September 2025 at 6:00 o'clock P.M., at 420 South Washington St., Papillion, NE 68046 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2024-2025	2025-2026	Change
Property Valuations	9,554,460,395	10,209,530,981	7%

### 2024-2025 Budget Information

### 2025-2026 Budget Information

Fund	2024-2025 Operating Budget	2024-2025 Property Tax Request	2024 Tax Rate	Property Tax Rate (2023-2024 Request Divided By 2024 Valuation)	2025-2026 Operating Budget	2025-2026 Proposed Property Tax Request	Proposed 2025 Tax Rate	Change in Tax Rate	Change in Operating Budget
<b>General Fund</b>	165,550,716.00	86,996,784.00	0.910536	0.852113	169,816,374.00	92,272,726.00	0.903790	-1%	3%
<b>Bond Fund #4</b>	3,800,000.00	3,615,018.00	0.037836	0.035408	3,900,000.00	3,772,475.00	0.038412	2%	3%
<b>Bond Fund #5</b>	4,200,000.00	4,022,838.00	0.042104	0.039403	4,100,000.00	4,022,838.00	0.040961	-3%	-2%
<b>Bond Fund #6</b>	7,600,000.00	7,398,374.00	0.077434	0.072465	6,300,000.00	6,196,832.00	0.061679	-20%	-17%
<b>Bond Fund #7</b>	3,797,039.00	3,397,876.00	0.035563	0.033281	4,200,000.00	3,658,360.00	0.035875	1%	11%
<b>Special Building Fund</b>	68,058,561.00	1,600,000.00	0.016746	0.015672	68,875,000.00	1,616,162.00	0.015830	-5%	1%
<b>Qualified Capital Purpose Undertaking Fund K - 12</b>			0.000000	0.000000	-	-	0.000000	#DIV/0!	0
<b>Qualified Capital Purpose Undertaking Fund K - 8</b>			0.000000	0.000000			0.000000	#DIV/0!	0
<b>Qualified Capital Purpose Undertaking Fund 9 - 12</b>			0.000000	0.000000			0.000000	#DIV/0!	0
<b>Total</b>	253,006,316.00	107,030,890.00	1.123651	1.048342	257,191,374.00	111,539,393.00	1.096547	-2%	2%

**Subject:** Superintendent’s Performance Goals Update, 2025-26

**Meeting Date:** September 22, 2025

**Prior Meeting Discussion Date:** September 8, 2025 Board Meeting, September 11, 2025 Board Retreat

**Department:** Administration

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

**Background:**

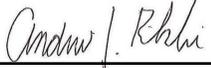
The Papillion La Vista Schools Board of Education, working in collaboration with the Superintendent, developed several goals for the 2025-26 school year. The attached summary outlines each of the goals.

Six new goals were proposed for the Superintendent to implement during the 2025-26 school year. These goals serve as the foundation for Dr. Rikli’s annual Superintendent evaluation by the Board of Education during the 2025-26 school year. Dr. Rikli typically provides the Board a mid-year update on his progress in November or December. The Board will be presented with a final summary of his progress at the conclusion of the 2025-26 school year in May.

1. Implement new District Strategic Planning Process
2. Develop Communication & Engagement strategies for district staff and resident
3. Implement enhanced Curriculum, Instruction, Assessment and Technology priorities
4. Expand District staff recruitment, retention, and succession planning strategies
5. Implement plan for bond facility and safety projects

**Recommendation:** Motion to approve the Superintendent’s 2025-26 Performance Goals as presented.

**Responsible Person:** Dr. Andy Rikli

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

**Papillion La Vista Community Schools**  
**Proposed Superintendent Goals, 2025-26**  
**September 22, 2025**  
**DRAFT**

*These draft goals have been proposed to the PLCS Board of Education. The goals are based on feedback from the 2024-25 BOE Superintendent Evaluation, the 2024-25 Superintendent Survey, 2024-25 Staff Survey, and the draft District Strategic Planning Goals.*

**DRAFT Superintendent Goals, 2025-26**

**1. Implement new District Strategic Planning process**

**Action Steps**

- Review the recommendations from the District Community Advisory Committee including internal staff, parents, students, and the Board of Education
- Identify Action Plan team leads and Action Plan team members
- Develop Action Plans to carry out the newly identified Strategic Plan goals
- Utilize Superintendent's Student Advisory Committee to increase involvement of student body
- Develop community engagement and communication strategies to involve District stakeholders in the implementation process
- Involve the internal and external advisory groups to assist with the development of the plan and selected goal areas
- Deploy Districtwide survey regarding the Strategic Planning process
- Identify strategies to more closely align branding and the annual District Theme of "The PLCS Mixtape" with the five-year Strategic Plan
- Host the District's comprehensive NDE Rule 10 visit in December 2025

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

**Action Steps**

- Evaluate the effectiveness of current districtwide celebrations including the Welcome Back event and the Employee Retirement/Years of Service event
- Evaluate the effectiveness of the annual District staff and parent surveys to determine any necessary revisions
- Continue Bond Communication Plan including re-starting the Bond Squad series and signage at work sites
- Review annual Superintendent Evaluation survey data with admin team and Board
- Develop new Central Office signage that highlights Purple Star school and Diamond Safety status school designations
- Review the structure and membership of all internal and external District advisory committees
- Continue community outreach efforts including the District's Community Empowerment initiative
- Continue Season Two of District podcast "Mindshift" with an emphasis on issues relating to staff, parents, and taxpayers
- Review staff and community engagement tools including District website, Peachjar, Class Intercom, and District app
- Evaluate the effectiveness of the PLCS Pick Me Up and staff recognition programs including Moments That Matter
- Continue Superintendent's participation in local and statewide Boards including United Way of the Midlands, College Possible, PLCS Teammates, Educators Health Alliance, CHI Midlands Hospital, Omaha Zoological Society and Offutt Advisory Council
- Continue active involvement in the legislative process including participation in GNSA, participation in the Commissioner's Superintendent Advisory, and regular meetings with Governor Pillen

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

#### **Action Steps**

- Monitor student achievement data and make necessary steps to support lower performing schools and student subgroups
- Continue implementation of K-12 districtwide English Language Arts curriculum adoption
- Begin Toolbox process for K-12 districtwide Mathematics curriculum adoption
- Pilot updated Skills for Success program including new implementation at high school level
- Finalize plans for new state-level CLSD (Comprehensive Literacy State Development) grant to support K-12 literacy efforts
- Monitor special education legal issues regarding age-out provisions
- Implement plans for IDEAL School program guidelines and admission criteria
- Continue monitoring District student behavior support programs including the new Strive 360 program and registered behavior techs
- Implement program review recommendations from districtwide Early Childhood Programs
- Develop plan for new Learning Community 2.0 grant funds including new literacy specialist and student attendance positions
- Implement program review recommendations from districtwide technology audit
- Begin Districtwide HAL (High Ability Learner) program review
- Continue implementation of recommendations from NDE Frameworks accreditation visit
- On-board new positions including Mental Health Supervisor position and Cooperation Best business partnerships coordinator

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

#### **Action Steps**

- Develop new strategies in difficult to fill positions such as paraeducators, food service, and specialized teaching positions
- Onboard new Director of Student Services and re-organize HR/SS team as needed
- Hire and onboard new administrative positions including the Principal at Hickory Hill and Director of Secondary Curriculum
- Evaluate effectiveness of the compensation model for Student Teachers and the staff retention/recruitment stipends
- Expand pathways and partnerships such as Teacher Ladder and the Education Academy to grow our own teachers and paraeducators
- Re-launch the Retired Teacher/Retired Admin Advisory group
- Review employee recruitment and retention strategies to enhance greater staff diversity
- Continue comprehensive leadership succession planning priorities including the PLCS Leadership Cohort and participation in the Midstates Superintendent Academy for identified future leaders
- Review statewide salary study of district level and building level administrators to determine appropriateness of staff compensation
- Expand implementation of Frontline Pay Flex system to allow employees increased flexibility with pay periods

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

#### **Action Steps**

- Continue the prioritization of bond projects and construction timelines with the Board of Education
- Complete building renovations and expansions at Bell, Portal, PLHS, PLSHS, LVMS, and PMS
- Continue work on Lincoln View Elementary including finalization of construction, transition of new principal, selection of new staff, and addition of new transportation routes
- Explore possible enrollment boundary updates for other fast-growing elementary schools
- Collaborate with the PLCS Foundation on the proposed Community Engagement Center to include possible purchase of current Foundation headquarters building

- Develop policy recommendations to establish long-term plan to balance student enrollment at both high schools
- Monitor the effectiveness of the current transportation provider including the addition of new elementary routes and the incorporation of GPS tracking for parents
- Open and evaluate the effectiveness of the new Young Adult Transition Program (YATP)
- Develop guidelines and best practices for the new SRO supervisor position
- Implement updated school safety measures including controlled access entryways, new fencing, security film, enhanced communications system, and door monitoring software.
- Update District crisis, safety, and threat assessment protocols and training for staff
- Continue collaboration with area law enforcement agencies including threat assessment and tabletop exercises
- Develop a plan to support staff and students with mental health needs including expanded EAP visits for staff, Safe to Help Hotline, and embedded mental health therapists in our high schools
- Develop long-term facility needs plan for all Districts facilities in the next 5-10 years
- Expand and reorganize District Incident Management Team (DIMIT) including a review of roles and responsibilities including new SRO position and Director of Buildings and grounds

**DRAFT**

**Subject:** Custodial Contract Tentative Agreement

**Meeting Date:** September 22, 2025

**Prior Meeting Discussion Date:** HR Subcommittee June 19, 2025 & July 21, 2025, & September 15, 2025

**Department:** Human Resources

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

**Background:**

SEIU Local 226 members in the group for Custodial, Warehouse, and Drivers voted to approve a tentative agreement on September 6, 2025. The contract will again come before the Board of Education at the October 13, 2025 meeting. Details of the proposed two year agreement include:

- Returning employee wage increase of 3.94% in year one and 3.8% in year two.
- Uniform allowance: \$225 (previously \$200).
- Health and Dental Insurance plan options remain the same reflecting the average 5.49% increase in EHA plan cost.
- 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.

**Recommendation:**

**Responsible Person:** Dr. Kati Settles

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

**RETURN TO AGENDA**

**NEGOTIATED AGREEMENT  
BETWEEN  
PAPILLION LA VISTA COMMUNITY SCHOOLS  
AND  
CUSTODIAL, WAREHOUSE, & DRIVER EMPLOYEES**

THIS AGREEMENT, made and entered into the 13th day of October, 2025, by and between the Service Employees International Union Local 226, hereinafter referred to as the UNION, and the Papillion-La Vista Public 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 building service employees which specifically includes only custodial, warehouse, and drivers of the Papillion-La Vista Community Schools. Tradesmen are specifically excluded from this group of building service 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 Community Schools. 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, sex, marital status, 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 in each building in the district a bulletin board for the posting of information to custodial personnel in the building. The

information on the bulletin board shall be limited to general information regarding meetings, instructional information as to cleaning of buildings, 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. Newly created custodial positions and vacancies shall also be posted for nine (9) calendar days. An identified union representative shall be provided a copy of each posting. 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 these bulletin boards shall be in the maintenance room most often used by the custodians in each building. A letter indicating present employees who may have bid for any available building service employee position and the employee awarded the position will be sent to the local union steward.

**ARTICLE 3**  
**HOLIDAYS**

All building service employees shall be eligible for holiday pay on the following holidays and in the following manner:

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

The holidays before or after Christmas, New Years and Spring Break/Good Friday will be determined by the Board or their delegate. 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. Part-time employees are not eligible

for holiday pay. 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 accrue 10 days per year vacation with pay per year for the first five years of service. Full-time 12-month employees shall accrue 15 days per year vacation with pay after five (5) years of service to the district and 20 days per year vacation with pay after ten (10) years of service to the district. Vacations must be taken at the time designated by the Board, in accordance with the needs 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. Beginning September of 2024, 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. When leaving the district, vacation leave shall be paid on a prorated basis for those months worked between employee's anniversary date and departure date.

Permanent full-time 10-month employees will not be eligible for vacation with pay.

**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 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 4<sup>th</sup>) 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.

For up to three days when school is canceled due to inclement weather and drivers are not required to report, drivers not needed to report will be paid for their normal workday if they were previously scheduled to work.

A lunch break, without pay, normally one-half (1/2) hour will be scheduled for each employee. Employees may leave the building premises during this period if they so desire. 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. 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 matters of layoffs, re-employment, promotions, demotions, and transfers, seniority will prevail, except when there are significant differences in the ability, disposition, or physical fitness of those employees under consideration, subject to the right of an employee to file a grievance on the basis that his/her qualifications have not been given proper consideration. The parties to this agreement understand that there are significant differences between the day-time custodial positions and other building service positions. These differences necessitate an evaluation of an internal candidate's qualifications.

Job vacancies will be established by the Board. When a vacancy occurs, custodial employees, including the union steward, will be notified of the opening by posting and district email. The employee possessing the qualifications for the vacancy will be considered in accordance with provisions of this article. If there are no custodial employees presently on the payroll who possess the necessary qualifications for the vacancy, hiring may be utilized. No custodial employee will be considered for a job opening who has not served one hundred twenty (120) calendar days in their present position unless the new opening is for a shift change or movement out of a floater position.

For the purposes of this Agreement, seniority shall be defined as continuous length of service with the District.

**ARTICLE 10**  
**BEREAVEMENT LEAVE**

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

<u>Days</u>	<u>Relationship</u>	<u>Definitions which apply</u>
<u>Up to 10 consecutive days</u>	<u>Employee's spouse, domestic partner, or child</u>	<u>-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.</u> <u>-“Child” is the employee's biological child, adopted child, foster child, stepchild, or legal ward</u>
<u>Up to 5 consecutive days</u>	<u>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.</u>	<u>Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.</u>
<u>Up to 3 consecutive days</u>	<u>Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.</u>	<u>To be used for the purpose of attending the funeral services for the family member</u>

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 day annually, for a total of 13 days per year, accumulative to one hundred twenty (120) days. Four of the accumulated leave days will be designated as personal leave. All

leave is earned monthly and will be granted on September 1<sup>st</sup> of each year. Upon separation, employees will be paid for fifty percent (50%) of their accumulated days based on their rate of pay at that time. The maximum number of days that an employee may be reimbursed is 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 seven (7) days of leave but in no case will this sale allow their accumulated leave fall below sixty (60) days.

An employee may apply for personal leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. An online request shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Should the immediate supervisor approve the application, they will do so electronically thus alerting Human Resources.

The employee may submit the reason for a personal leave request directly to the Assistant Superintendent of Human Resources in a confidential envelope or email. The immediate supervisor will be notified of the request if approved but not the reason.

## **ARTICLE 12** **UNION LEAVE**

The Union may request leave for custodial 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.

### **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.

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.

If an employee is eligible for family coverage but chooses single or no 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. An employee eligible for single coverage but evidences coverage through credible coverage may receive an additional \$0.15 per hour if he/she chooses no insurance. If an employee later chooses to return to their original coverage and they are still eligible for that coverage, their salary will be reduced by the additional amount their salary was increased due to the insurance coverage change this year.

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.

A Term Life Insurance policy with coverage of \$20,000 per employee, as selected by the Board, shall be provided.

#### **ARTICLE 14** **WAGES**

Each employee will be provided \$225 upon initial employment for the purpose of purchasing district approved uniforms. Each succeeding year the District will provide \$225 for the purpose of purchasing district approved uniforms. Substitution of uniform parts may be made, such as the purchase of spirit wear, coats or boots/shoes, as specified by the administration.

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.

New Employees Starting Hourly Wages

	2025-26	2026-27
Drivers (part- time)	\$18.40	\$19.10
Warehouse & Drivers (FT)	\$18.60	\$19.30
Day Custodians	\$18.60	\$19.30
Evening Custodians	\$18.50	\$19.20

Returning Employees Hourly Wages

Wage increases calculated on the employee's 2024-25 hourly rate including longevity will be 3.94% in year one. The following year, returning employees will be paid at their 2025-26 wage plus an additional 3.8%.

For both new and returning overnight custodians 10 PM- 6:30 AM would receive a \$.20 differential on evening base pay. Starting wages are listed above.

In the event that an employee bids to another shift, their pay rate will be adjusted to reflect the rate of the position they have moved to, plus any longevity they have earned. If the shift change comes from a management directive, the differential will be maintained for six (6) months.

Longevity

In the event that an employee bids to another shift, their pay rate will be adjusted to reflect the rate of the position they have moved to, plus any longevity they have earned. If the shift change comes from a management directive, the differential will be maintained for six (6) months.

A three percent (3%) increase in salary will be provided for those people so qualified after five (5) years of service to the district in a full-time position, after ten (10) years of service to the district in a full-time position, after fifteen (15) years of service to the district in a full-time

position, after twenty (20) years of service to the district in a full-time position and after twenty-five (25) years of service to the district in a full-time position. The three percent (3%) shall be of their hourly rate and will be added to their salary. In the event an error is discovered in salary calculated and/or paid or a benefit deduction the error shall be corrected only back to a date 12 months prior to the notification of the error.

**ARTICLE 15**  
**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 16**  
**NEW HIRES**

The Human Resources Department will provide all newly hired custodians, warehouse, and drivers with contact information for District and Union Representatives, and will ask permission to share the home or mobile phone number of the employee with the District Representative. If permission is granted, the phone number will be shared with the District Representative by the Custodial Department. The Union Steward will be notified of new hires.

**ARTICLE 17**  
**CONTRACT 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 on the 13th day of October, 2025.

SERVICE EMPLOYEES INTERNATIONAL  
UNION LOCAL 226, NEBRASKA AFL-CIO

SCHOOL DISTRICT 27, SARPY  
COUNTY

BY \_\_\_\_\_  
Date

BY \_\_\_\_\_  
Date

DRAFT

**NEGOTIATED AGREEMENT  
BETWEEN  
PAPILLION LA VISTA COMMUNITY SCHOOLS  
AND  
CUSTODIAL, WAREHOUSE, & DRIVER EMPLOYEES**

THIS AGREEMENT, made and entered into the 13th day of October, 2025 ~~day of 28th~~  
~~day of August, 2023~~, by and between the Service Employees International Union Local 226,  
hereinafter referred to as the UNION, and the Papillion-La Vista Public School District Number  
27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the BOARD.

**ARTICLE 1  
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non-supervisory building service employees which specifically includes only custodial,  
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**ARTICLE 2  
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The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer  
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procedures necessary to provide for the education of the students of the Papillion La Vista  
Community Schools. 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, sex,  
marital status, 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 in each building in the  
district a bulletin board for the posting of information to custodial personnel in the building. The



**Kati Settles**

7:53 AM Today

**Replace:** *“day of 28th day of August, 2023” with “13th day of  
October, 2025”*



information on the bulletin board shall be limited to general information regarding meetings, instructional information as to cleaning of buildings, 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. Newly created custodial positions and vacancies shall also be posted for nine (9) calendar days. An identified union representative shall be provided a copy of each posting. 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 these bulletin boards shall be in the maintenance room most often used by the custodians in each building. A letter indicating present employees who may have bid for any available building service employee position and the employee awarded the position will be sent to the local union steward.

### **ARTICLE 3** **HOLIDAYS**

All building service employees shall be eligible for holiday pay on the following holidays and in the following manner:

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

The holidays before or after Christmas, New Years and Spring Break/Good Friday will be determined by the Board or their delegate. 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. Part-time employees are not eligible

for holiday pay. 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 accrue 10 days per year vacation with pay per year for the first five years of service. Full-time 12-month employees shall accrue 15 days per year vacation with pay after five (5) years of service to the district and 20 days per year vacation with pay after ten (10) years of service to the district. Vacations must be taken at the time designated by the Board, in accordance with the needs 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. Beginning September of 2024, 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. When leaving the district, vacation leave shall be paid on a prorated basis for those months worked between employee's anniversary date and departure date.

Permanent full-time 10-month employees will not be eligible for vacation with pay.

**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 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 4<sup>th</sup>) 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.

For up to three days when school is canceled due to inclement weather and drivers are not required to report, drivers not needed to report will be paid for their normal workday if they were previously scheduled to work.

A lunch break, without pay, normally one-half (1/2) hour will be scheduled for each employee. Employees may leave the building premises during this period if they so desire. 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. 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 matters of layoffs, re-employment, promotions, demotions, and transfers, seniority will prevail, except when there are significant differences in the ability, **disposition**, or physical fitness of those employees under consideration, subject to the right of an employee to file a grievance on the basis that his/her qualifications have not been given proper consideration. The parties to this agreement understand that there are significant differences between the day-time custodial positions and other building service positions. These differences necessitate an evaluation of an internal candidate's qualifications.

Job vacancies will be established by the Board. When a vacancy occurs, custodial employees, including the union steward, will be notified of the opening by posting and district email. The employee possessing the qualifications for the vacancy will be considered in accordance with provisions of this article. If there are no custodial employees presently on the payroll who possess the necessary qualifications for the vacancy, hiring may be utilized. No custodial employee will be considered for a job opening who has not served one hundred twenty (120) calendar days in their present position unless the new opening is for a shift change or movement out of a floater position.

For the purposes of this Agreement, seniority shall be defined as continuous length of service with the District.



**Kati Settles**  
5:00 PM Jun 24

Add: "*disposition*,"

**ARTICLE 10  
BEREAVEMENT LEAVE**

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

Days	Relationship	Definitions which apply
Up to 10 consecutive days	Employee's spouse, domestic partner, or child	-Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely. -"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.

~~—Absence from work will be allowed so that the employee may have five (5) consecutive workdays following the death of an immediate relative without loss of pay. This rule applies only to an immediate relative, interpreted to be as follows: an employee's spouse, parent, child, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's home.—~~



**Kati Settles**

8:46 PM Jun 22

**Replace:** *"Absence from work will be allowed so that the employee may have five (5) consecutive workdays follow..."* with *"Absence from work will be allowed so that the employee may have consecutive workdays following the d..."*

~~—The employee shall be granted three (3) consecutive workdays without loss of pay for the purpose of attending the funeral of the employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.—¶~~

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

¶

## ARTICLE 11

### ACCUMULATED LEAVE

Accumulated leave, (sick leave and personal leave) will consist of (1) day for each month of service plus one day annually, for a total of 13 days per year, accumulative to one hundred twenty (120) days. ~~Four~~Three of the accumulated leave days will be designated as personal leave. All leave is earned monthly and will be granted on September 1<sup>st</sup> of each year. Upon separation, employees will be paid for fifty percent (50%) of their accumulated days based on their rate of pay at that time. The maximum number of days that an employee may be reimbursed is 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 seven (7) days of leave but in no case will this sale allow their accumulated leave fall below sixty (60) days.

An employee may apply for personal leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. An online request shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Should the immediate supervisor approve the application, they will do so electronically thus alerting Human Resources.



**Kati Settles**

8:49 PM Jun 22

Replace: "Three" with "Four"

The employee may submit the reason for a personal leave request directly to the Assistant Superintendent of Human Resources in a confidential envelope or email. The immediate supervisor will be notified of the request if approved but not the reason.

**ARTICLE 12**  
**UNION LEAVE**

The Union may request leave for custodial 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.

**ARTICLE 13**  
**INSURANCE**

For the September ~~2025~~<sup>2023</sup>-August ~~2027~~<sup>2025</sup> 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.

For the ~~2025-26~~<sup>2023-24</sup> 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~~<sup>\$500</sup>, second and third network options have a single deductible of \$400 and an OoP maximum of ~~\$65,000~~<sup>\$65,000</sup>. Family deductibles and OoPs are double the single amounts. Out of network deductibles and OoP maximums are higher.

If an employee is eligible for family coverage but chooses single or no 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. An employee eligible for single coverage but evidences coverage through credible coverage may receive an additional \$0.15 per hour if he/she chooses no insurance. If an employee later chooses to return to their original coverage and they are still eligible for that coverage, their salary will be reduced by the additional amount their salary was increased due to the insurance coverage change this year.

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.

A Term Life Insurance policy with coverage of \$20,000 per employee, as selected by the Board, shall be provided.



**Kati Settles**  
8:50 PM Jun 22

Replace: "2023" with "2025"



**Kati Settles**  
8:50 PM Jun 22

Replace: "2025" with "2027"



**Kati Settles**  
8:50 PM Jun 22

Replace: "2023-24" with "2025-26"



**Melissa Quesenberry**  
10:14 PM Jun 23

Replace: "5,500" with "6,500"



**Melissa Quesenberry**  
10:14 PM Jun 23

Replace: "5" with "6"

**ARTICLE 14**  
**WAGES**

Each employee will be provided ~~\$225~~<sup>200</sup> upon initial employment for the purpose of purchasing district approved uniforms. Each succeeding year the District will provide ~~\$225~~<sup>200</sup> for the purpose of purchasing district approved uniforms. Substitution of uniform parts may be made, such as the purchase of spirit wear, coats or boots/shoes, as specified by the administration.

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.

**CUSTODIANS/DRIVERS AND WAREHOUSE WORKERS**

	<del>2023-2024</del>	<del>2024-2025</del>
<b>Beginning Hourly Wages</b>		
Warehouse & Drivers	\$17.60	\$18.05
Day Custodians	\$17.60	\$18.05
Evening Custodians	\$17.50	\$17.95

~~Beginning September 1, 2023, a tiered pay scale will be implemented considering workload expectations and position retention needs. For 2023-24, all returning employees will receive a base wage increase between \$0.76 cents per hour and \$0.86 per hour based on the tiered pay scale. Beginning September 1, 2024 all returning employees will receive a base wage increase of \$0.60 cents.~~



**Kati Settles**

10:53 AM Jul 1

Replace: "200" with "225"



**Kati Settles**

10:53 AM Jul 1

Replace: "200" with "225"



Accept suggestion



**Kati Settles**

4:50 PM Aug 12

Add: "If the district implements stipends or bonuses for employee groups, it is understood that members of..."



**Kati Settles**

5:19 PM Jul 10

Delete: "CUSTODIANS/DRIVERS AND WAREHOUSE WORKERS 2023-2024 2024-2025 Beginning Hourly Wages Warehouse & Driv..."



**Kati Settles**

5:22 PM Jul 10

Delete: "Beginning September 1, 2023, a tiered pay scale waswill be implemented considering workload expectat..."

New Employees Starting Hourly Wages

	2025-26	2026-27
Drivers (part- time)	\$18.40	\$19.10
Warehouse & Drivers (FT)	\$18.60	\$19.30
Day Custodians	\$18.60	\$19.30
Evening Custodians	\$18.50	\$19.20

Returning Employees Hourly Wages

Wage increases calculated on the employee's 2024-25 hourly rate including longevity will be 3.94% in year one. The following year, returning employees will be paid at their 2025-26 wage plus an additional 3.8%.

For both new and returning overnight custodians 10 PM- 6:30 AM would receive a \$.20 differential on evening base pay. Starting wages are listed above.

In the event that an employee bids to another shift, their pay rate will be adjusted to reflect the rate of the position they have moved to, plus any longevity they have earned. If the shift change comes from a management directive, the differential will be maintained for six (6) months.

Longevity

In the event that an employee bids to another shift, their pay rate will be adjusted to reflect the rate of the position they have moved to, plus any longevity they have earned. If the shift change comes from a management directive, the differential will be maintained for six (6) months.

Longevity

A three percent (3%) increase in salary will be provided for those people so qualified after five (5) years of service to the district in a full-time position, after ten (10) years of service to the



**Kati Settles**  
12:41 PM Today

**Add:** "New Employees Starting Hourly Wages 2025-26 2026-27 Drivers (part- time) \$18.40 \$19.10 Warehouse & D..."



**Kati Settles**  
4:49 PM Aug 12

**Format:** normal text



**Kati Settles**  
4:49 PM Aug 12

**Add:** "Longevity"

district in a full-time position, after fifteen (15) years of service to the district in a full-time | position, after twenty (20) years of service to the district in a full-time position and after twenty-five (25) years of service to the district in a full-time position. The three percent (3%) shall be of their hourly rate and will be added to their salary. In the event an error is discovered in salary calculated and/or paid or a benefit deduction the error shall be corrected only back to a date 12 months prior to the notification of the error.

~~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** **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.



**Kati Settles**  
4:50 PM Aug 12

**Delete:** *"If the district implements stipends or bonuses for employee groups, it is understood that members of..."*



**Kati Settles**  
7:55 AM Today

Relocated higher in the agreement



**Kati Settles**  
3:04 PM Aug 14

**Format:** line spacing

**ARTICLE 16  
NEW HIRES**

The Human Resources Department will provide all newly hired custodians, warehouse, and drivers with contact information for District and Union Representatives, and will ask permission to share the home or mobile phone number of the employee with the District Representative. If permission is granted, the phone number will be shared with the District Representative **by the Custodial Department**. The Union Steward will be notified of new hires.

**ARTICLE 17  
CONTRACT TERMINATION**

This agreement shall be in full force and effect from the 1st day of September, ~~2025~~<sup>2023</sup>, to and including the 31st day of August, ~~2027~~<sup>2025</sup>.

Witness Whereof, the parties hereto have hereunder caused this instrument to be executed on the 13th day of October ~~28th day of August, 2025~~<sup>2023</sup>.

SERVICE EMPLOYEES INTERNATIONAL  
UNION LOCAL 226, NEBRASKA AFL-CIO

SCHOOL DISTRICT 27, SARPY  
COUNTY

BY \_\_\_\_\_  
Date

BY \_\_\_\_\_  
Date



**Kati Settles**  
1:53 PM Jul 1

Add: "by the Custodial Department"



**Kati Settles**  
9:10 PM Jun 22

Replace: "2023" with "2025"



**Kati Settles**  
9:10 PM Jun 22

Replace: "2025" with "2027"



**Kati Settles**  
7:45 AM Today

Replace: "28th day of August" with "13th day of October"



**Kati Settles**  
9:11 PM Jun 22

Replace: "2023" with "2025"

**Subject:** Option Enrollment Resolution

**Meeting Date:** September 22, 2025

**Prior Meeting Discussion Date:**

**Department:** Human Resources and Student Services

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

**Background:**

Pursuant to Neb. Rev. Stat. 79-238, this resolution establishes buildings that will be declared closed to option enrollments for the 2026-27 school year.

**Recommendation:** Discussion with the recommendation to approve the Option Enrollment Resolution at the next Board of Education meeting on October 13, 2025.

**Responsible Person:** Ms. Missy Stolley

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

**RETURN TO AGENDA**

## **RESOLUTION ON SCHOOL DISTRICT REGARDING STANDARDS FOR ACCEPTANCE OR REJECTION OF OPTION ENROLLMENT APPLICATIONS**

WHEREAS, Papillion La Vista Community Schools is committed to providing an education of high quality to its students in an economically efficient manner; and

WHEREAS, the school district's faculty, facilities, and equipment can serve only a limited number of students effectively;

WHEREAS, the Papillion La Vista Community Schools Board of Education, in consultation with the administration, has reviewed the school district's faculty, facilities, equipment, interdisciplinary efforts and interrelationships of grades, subjects, and faculty; and has determined programmatic capacities consistent with board policy and state law; and

WHEREAS, Nebraska law authorizes the Board of Education to adopt a resolution, no later than October 15 of each school year, declaring a program, a class, or a school unavailable to option students for the next school year due to a lack of capacity.

NOW, THEREFORE BE IT RESOLVED that the Board adopts the following programmatic capacities:

**Schools at Capacity.** The Board declares the following schools to be at capacity such that they are unavailable to option students for the next school year and therefore no option enrollment applications into the classes will be accepted unless permissible as an exception pursuant to Board Policy: Ashbury Elementary, Lincoln View, and Prairie Queen Elementary.

**Special Education Program.** Capacity for special education services operated by an option school district shall be determined on a case-by-case basis. If an application for option enrollment received by a school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been diagnosed with a disability as defined in section 79-1118.01, such application shall be evaluated by the director of special education services of the school district or the director's designee who shall determine if the school district and the appropriate class, grade level, or school building in such school district has the capacity to provide the applicant the appropriate services and accommodations.

**Numeric Capacity.** The Board of Education reserves the authority to further determine numeric capacity of classes, grade levels, or school buildings by operation of resolution, by action of the administration as the Board's designee, or through freestanding action to the extent permitted by law and policy.

Having been consented to by a majority of the voting members, the Board President declared the motion to have been passed and adopted.

Dated this \_\_\_\_ day of \_\_\_\_\_, 202\_.

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President, Board of Education