

Agenda for the Board of Education Meeting
October 13, 2025, at 6:00pm

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

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

Nebraska Open Meetings Law: Posted at entrance to room.

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

I. Call to Order

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

II. Communications (*Reports and Celebrations*)

- A. Recognition:
- B. Student Council: PLHS
- 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. Board Meeting Minutes and Tax Hearing Minutes of September 22, 2025
- B. Property Tax Resolution for 2025-26 (General Operations)
- C. PLCS Mission Statement Update (General Operations)
- D. Option Enrollment Resolution (General Operations)
- E. Custodial and Warehouse Tentative Agreement (Goal # 3)
- F. Voluntary Separation Application Approval (Goal #3)

IV. Discussion/Information Items

- A. Staffing/Student Enrollment Update (Goal #3)

V. Public Comment for Items Not on the Agenda*

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

VI. Future Board Calendar

October 14, 2025	Liaison Lunch @ IDEAL w/ Witt @ 11:50 a.m.
October 17, 2025	Liaison Lunch @ Anderson Grove w/Madler @ 11:45 a.m.
October 18, 2025	Community Closet Free Winter Coat Event @ La Vista Middle
October 21, 2025	Liaison Breakfast @ Patriot w/Wood @ 7:30 a.m.
October 27, 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 SCHOOL DISTRICT
 BUILDING/CONSTRUCTION BILL LISTING
 OCT 2025**

ALL MAKES OFFICE EQUIPMENT	\$	22,181.21
APPLE	\$	238.00
B&H PHOTO	\$	495.00
BCDM	\$	67,007.42
BOYD JONES	\$	3,564,630.46
D.R. ANDERSON CONTRACTORS	\$	68,519.76
EVELLYN DEWITT ELECTRICAL	\$	14,180.00
FACILITY ADVOCATE	\$	12,900.50
GENESIS CONTRACTING GROUP LLC	\$	78,547.50
LAMP RYNEARSON & ASSOCIATES	\$	26,050.00
LOWES HOME CENTERS	\$	1,633.57
MCGRATH RENT CORP	\$	13,795.00
NEBRASKA FURNITURE MART	\$	262.22
NEMAHA SPORTS CONSTRUCTION	\$	393,626.21
SAMPSON CONSTRUCTION	\$	2,683,093.92
SHEPPARDS BUSINESS INTERIORS	\$	70,237.70
SUN VALLEY LANDSCAPING	\$	29,274.42
TERRACON CONSULTANTS INC	\$	5,692.50
THIELE GEOTECH INC	\$	4,474.00
TJ CABLE & UNDERGROUND	\$	9,480.00
	\$	-
	\$	-
	\$	<u>7,066,319.39</u>

[RETURN TO AGENDA](#)

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

PAYROLL

Net Payroll Expense	\$	5,904,540.02
P/R Taxes	\$	2,081,672.15
Retirement ACH	\$	1,111,008.79
HSA Transfer	\$	38,704.10

Payroll Expenses	\$	9,135,925.06

ACCOUNTS PAYABLE

Vendor Checks	\$	6,765,873.11
Mileage/Reimbursements paid to Staff	\$	7,212.14

Total Accounts Payable Checks	\$	6,773,085.25

TOTAL GENERAL FUND \$ 15,909,010.31
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RETURN TO AGENT

Check Number	Date	Payee	Amount	Voucher #
161607	9/30/2025	AMAZON CAPITAL SERVICES	\$67,742.59	1054
161606	9/30/2025	Gerch, Auburn Hailee	\$38.79	1052
161605	9/30/2025	Franco, Kathleen Renee	\$18.55	1052
161604	9/30/2025	VIRCO INC	\$3,010.28	1050
161603	9/30/2025	UNIVERSITY OF NEBRASKA AT OMAHA	\$42,000.00	1050
161602	9/30/2025	SITEONE LANDSCAPE SUPPLY HOLDING LL	\$5,795.47	1050
161601	9/30/2025	SHIP ENTERPRISES, INC.	\$448.00	1050
161600	9/30/2025	REMEDY ROAD LLC	\$3,466.98	1050
161599	9/30/2025	PAPILLION SANITATION	\$4.14	1050
161598	9/30/2025	PAPILLION LAVISTA SOUTH HIGH SCHOOL	\$41,250.00	1050
161597	9/30/2025	PAPILLION LA VISTA HIGH SCHOOL	\$41,250.00	1050
161596	9/30/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$15,153.49	1050
161595	9/30/2025	O'REILLY AUTOMOTIVE STORES, INC.	\$105.33	1050
161594	9/30/2025	NEBRASKA EDUCATORS RISING	\$940.48	1050
161593	9/30/2025	MATHESON TRI-GAS INC	\$100.44	1050
161592	9/30/2025	MARK ONE MEDICAL, LTD	\$799.52	1050
161591	9/30/2025	LABEL LABORATORY, INC	\$110.07	1050
161590	9/30/2025	HEARTLAND FOUNDATION	\$13,395.00	1050
161589	9/30/2025	FILTER SHOP	\$3,798.00	1050
161588	9/30/2025	EPS LEARNING	\$3,004.24	1050
161587	9/30/2025	EDUCATIONAL SERVICE UNIT #3	\$75.00	1050
161586	9/30/2025	CITY OF PAPILLION-RESOURCE OFFICER	\$391,160.00	1050
161585	9/30/2025	CATHOLIC CHARITIES OF OMAHA	\$1,200.00	1050
161584	9/30/2025	ATAP	\$1,000.00	1050
161583	9/30/2025	AMAZON CAPITAL SERVICES	\$90.75	1050
161582	9/30/2025	WEEDER'S INC	\$164.00	1048
161581	9/30/2025	US FOODS, INC	\$24,751.63	1048
161580	9/30/2025	THE WALDINGER CORPORATION	\$1,817.50	1048
161579	9/30/2025	STEPHANIE DUSHAN	\$69.35	1048
161578	9/30/2025	ROTELLAS ITALIAN BAKERY INC	\$7,662.73	1048
161577	9/30/2025	PT INTERMEDIATE HOLDINGS IV, LLC	\$1,084.35	1048
161576	9/30/2025	PLATTE COUNTY PIZZA HUT INC	\$21,428.75	1048
161575	9/30/2025	PERFORMANCE FOOD GROUP INC	\$123,589.36	1048
161574	9/30/2025	NEBRASKA STAR BEEF CO LLC	\$6,841.80	1048
161573	9/30/2025	LINEAGE LOGISTICS HOLDINGS LLC	\$267.36	1048
161572	9/30/2025	LAUREN SCALETTI	\$9.35	1048
161571	9/30/2025	KASSANDRA GARRETT	\$83.55	1048
161570	9/30/2025	JUSTIN HALL	\$100.00	1048
161569	9/30/2025	ITW FOOD EQUIPMENT GROUP LLC	\$1,075.25	1048
161568	9/30/2025	HILAND DAIRY FOODS COMPANY, LLC	\$38,696.27	1048
161567	9/30/2025	GREENBERG FRUIT COMPANY	\$32,749.27	1048
161566	9/30/2025	GREATER OMAHA REFRIGERATION	\$5,599.06	1048
161565	9/30/2025	GENERAL PARTS LLC	\$1,098.98	1048

161564	9/30/2025	EGAN SUPPLY COMPANY	\$3,316.43	1048
161563	9/30/2025	CHESTERMAN COMPANY	\$13,168.19	1048
161562	9/30/2025	ZW ACQUISTION COMPANY, INC	\$6,815.00	1047
161561	9/30/2025	WOLSELEY INVESTMENTS INC	\$14.68	1047
161560	9/30/2025	WHOLESALE HEATING & COOLING SUPPLY	\$189.89	1047
161559	9/30/2025	WESTLAKE HARDWARE INC	\$481.58	1047
161558	9/30/2025	WEST OMAHA WINSUPPLY CO.	\$783.82	1047
161557	9/30/2025	WEST MUSIC CO., INC	\$350.58	1047
161556	9/30/2025	WEEDER'S INC	\$308.50	1047
161555	9/30/2025	WEBCO, LLC	\$59.95	1047
161554	9/30/2025	VIRCO INC	\$2,306.20	1047
161553	9/30/2025	VERNE SIMMONDS COMPANY INC	\$4,425.00	1047
161552	9/30/2025	VALIDATE ME!	\$225.00	1047
161551	9/30/2025	US OMNI & TSACG COMPLIANCE SVCS INC	\$219.45	1047
161550	9/30/2025	UNIVERSITY OF OREGON	\$7,920.00	1047
161549	9/30/2025	UNIVERSITY OF NEBRASKA OMAHA	\$100.00	1047
161548	9/30/2025	TY'S OUTDOOR POWER & SERVICE INC	\$285.49	1047
161547	9/30/2025	TRANE U.S. INC	\$2,289.16	1047
161546	9/30/2025	THEATREFOLK LTD	\$444.00	1047
161545	9/30/2025	THE READING LEAGUE INC	\$899.00	1047
161544	9/30/2025	TED'S MOWER S & S INC,	\$33.82	1047
161543	9/30/2025	SUN VALLEY LANDSCAPING	\$8,807.18	1047
161542	9/30/2025	STERLING COMPUTERS CORPORATION	\$8,631.60	1047
161541	9/30/2025	STERICYCLE, INC	\$1,542.32	1047
161540	9/30/2025	SITEONE LANDSCAPE SUPPLY HOLDING LL	\$211.60	1047
161539	9/30/2025	SHERWIN WILLIAMS	\$61.92	1047
161538	9/30/2025	SHARED SERVICE SYSTEMS, INC	\$1,125.80	1047
161537	9/30/2025	SCHOOL SPECIALTY, LLC	\$699.94	1047
161536	9/30/2025	SCHOLASTIC INCORP	\$98.89	1047
161535	9/30/2025	RYAN TASICH	\$460.04	1047
161534	9/30/2025	ROSSER LAWN CARE, INC	\$12,720.00	1047
161533	9/30/2025	RENTOKIL NORTH AMERICA INC	\$2,461.94	1047
161532	9/30/2025	REGION II ELEMENTARY PRINCIPALS	\$500.00	1047
161531	9/30/2025	REALLY GREAT READING COMPANY, LLC	\$297.00	1047
161530	9/30/2025	RALSTON PUBLIC SCHOOLS	\$2,644.64	1047
161529	9/30/2025	RAISING CANE'S RESTAURANTS, LLC	\$427.60	1047
161528	9/30/2025	PETER PUGGER MANUFACTURING INC	\$78.23	1047
161527	9/30/2025	PEARSON	\$585.21	1047
161526	9/30/2025	PCIT INTERNATIONAL ASSOCIATION	\$4,800.00	1047
161525	9/30/2025	ONE CALL CONCEPTS INC	\$42.21	1047
161524	9/30/2025	OFFICE DEPOT INC	\$6,191.88	1047
161523	9/30/2025	ODEYS INC	\$227.39	1047
161522	9/30/2025	OCCUPATIONAL HEALTH CENTERS OF NE	\$6,933.00	1047

161521	9/30/2025	O'REILLY AUTOMOTIVE STORES, INC.	\$315.58	1047
161520	9/30/2025	NEBRASKA STATE FIRE MARSHAL	\$81.00	1047
161519	9/30/2025	NEBRASKA IOWA INDUSTRIAL FASTENERS	\$300.00	1047
161518	9/30/2025	NEBRASKA CHAPTER	\$140.00	1047
161517	9/30/2025	NE COUNCIL SCHOOL ADMINISTRATORS REG 2	\$150.00	1047
161516	9/30/2025	NE COUNCIL OF SCHOOL ADMINISTRATORS	\$190.00	1047
161515	9/30/2025	MOEC - UNO	\$6,000.00	1047
161514	9/30/2025	MIDWEST PLASTICS INCORPORATED	\$245.00	1047
161513	9/30/2025	MICHAEL COGHLAN	\$175.00	1047
161512	9/30/2025	MENARDS - RALSTON	\$624.86	1047
161511	9/30/2025	MENARD INC	\$3,648.84	1047
161510	9/30/2025	MELISSA KEITH	\$100.00	1047
161509	9/30/2025	MECHANICAL, INC	\$25,986.21	1047
161508	9/30/2025	MECHANICAL SALES PARTS INC	\$2,258.54	1047
161507	9/30/2025	MECHANICAL SALES INC	\$424.50	1047
161506	9/30/2025	MAXIM HEALTHCARE SERVICES HOLDINGS, INC	\$10,003.00	1047
161505	9/30/2025	MAX ABILITY THERAPY SERVICES	\$239.21	1047
161504	9/30/2025	MATHESON TRI-GAS INC	\$228.35	1047
161503	9/30/2025	MARTHA L PINTO	\$7,724.80	1047
161502	9/30/2025	LOWES HOME CENTERS INCORPORATED	\$930.15	1047
161501	9/30/2025	LORI KIRSCH	\$1,200.00	1047
161500	9/30/2025	LEE BHM CORP	\$446.69	1047
161499	9/30/2025	LATITUDE SIGNAGE + DESIGN	\$410.00	1047
161498	9/30/2025	LANGUAGE LINE SERVICES INC	\$486.93	1047
161497	9/30/2025	KURT MCCLANNAN	\$180.00	1047
161496	9/30/2025	KSB SCHOOL LAW PC LLC	\$9,964.00	1047
161495	9/30/2025	KBC, INC.	\$2,711.80	1047
161494	9/30/2025	JOHNSON HARDWARE COMPANY LLC	\$169.00	1047
161493	9/30/2025	JM HOSPITALITY	\$144.95	1047
161492	9/30/2025	J&R DOOR	\$1,985.00	1047
161491	9/30/2025	IXL LEARNING INC	\$5,390.63	1047
161490	9/30/2025	IOWA SCHOOL FOR TEH DEAF	\$878.18	1047
161489	9/30/2025	INTERMOUNTAIN LOCK AND SECURITY SUPPLY	\$566.33	1047
161488	9/30/2025	IDN H HOFFMAN INC	\$628.57	1047
161487	9/30/2025	HD SUPPLY FACILITIES MAINTENANCE	\$188.33	1047
161486	9/30/2025	HATCHER MOBILE SERVICES LLC	\$4,042.47	1047
161485	9/30/2025	HAMEVE ENTERPRISES INC	\$83.93	1047
161484	9/30/2025	GREENWOOD PUBLISHING GROUP INC	\$482.80	1047
161483	9/30/2025	GRACE PROFESSIONAL CLEANERS LLC	\$490.00	1047
161482	9/30/2025	GIBBS M SMITH INC.	\$2,373.84	1047
161481	9/30/2025	GIA PUBLICATIONS	\$227.92	1047
161480	9/30/2025	FLOORS INCORPORATED	\$367.56	1047
161479	9/30/2025	FLINN SCIENTIFIC INC	\$764.64	1047

161478	9/30/2025	FIRST STUDENT	\$4,872.22	1047
161477	9/30/2025	FILTER SHOP	\$4,669.94	1047
161476	9/30/2025	FATHER FLANAGAN BOYS HOME INC	\$7,800.00	1047
161475	9/30/2025	EYMAN PLUMBING	\$377.50	1047
161474	9/30/2025	ESU COORDINATING COUNCIL	\$1,350.00	1047
161473	9/30/2025	ELIZABETH VAUCHER	\$520.50	1047
161472	9/30/2025	ELECTRONIC SOUND INC	\$2,000.00	1047
161471	9/30/2025	EGAN SUPPLY COMPANY	\$24,203.92	1047
161470	9/30/2025	EDUCATIONAL SERVICE UNIT #3	\$21,211.81	1047
161469	9/30/2025	ECHO GROUP INC	\$152.28	1047
161468	9/30/2025	DOUGLAS J KELLEY	\$2,600.00	1047
161467	9/30/2025	DIGITAL ASSETS LLC	\$480.00	1047
161466	9/30/2025	DIETZE MUSIC INC	\$21.60	1047
161465	9/30/2025	DEMCO INC	\$156.39	1047
161464	9/30/2025	DAKOTA SKY, INC	\$79.20	1047
161463	9/30/2025	D.M.G INC.	\$105.91	1047
161462	9/30/2025	D&M ROSS LLC PAPILLION AUTO SERVICE	\$27,746.21	1047
161461	9/30/2025	CYRGUS COMPANY, LLC	\$1,899.61	1047
161460	9/30/2025	CURRICULUM ASSOCIATES	\$84.24	1047
161459	9/30/2025	CONTROL DEPOT INC	\$1,877.04	1047
161458	9/30/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$1,498.38	1047
161457	9/30/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC - 3E	\$42.34	1047
161456	9/30/2025	CLASS INTERCOM, LLC	\$218.75	1047
161455	9/30/2025	CITY PAPILLION ALARM PROGRAM	\$50.00	1047
161454	9/30/2025	CHESTERMAN COMPANY	\$89.78	1047
161453	9/30/2025	CDW GOVERNMENT INC	\$5,523.72	1047
161452	9/30/2025	CAROLINA BIOLOGICAL SUPPLY CO INC.	\$307.95	1047
161451	9/30/2025	CAMELOT TRANSPORTATION INC	\$9,450.00	1047
161450	9/30/2025	CABIN COFFEE COMPANY	\$274.42	1047
161449	9/30/2025	BRIGHTLY SOFTWARE, INC	\$20,650.44	1047
161448	9/30/2025	BLICK ART MATERIALS LLC	\$222.15	1047
161447	9/30/2025	BLASCHKO ENTERPRISES	\$129.50	1047
161446	9/30/2025	BARTON SOLVENTS INCORPORATED	\$6,031.50	1047
161445	9/30/2025	BARNES NOBLE BOOKSELLERS, INC	\$239.80	1047
161444	9/30/2025	BAND TODAY, LLC	\$1,358.00	1047
161443	9/30/2025	B&H PHOTO & ELECTRONICS CORP	\$5,125.83	1047
161442	9/30/2025	B G PETERSON COMPANY	\$360.00	1047
161441	9/30/2025	Amplify Education Inc	\$141,714.94	1047
161440	9/30/2025	AMERICAN HEALTH SERVICE SALES CORP	\$70.40	1047
161439	9/30/2025	ALYSSA MCNURLIN	\$1,200.00	1047
161438	9/30/2025	ALL MAKES OFFICE EQUIPMENT	\$2,580.85	1047
161437	9/30/2025	ACTION BATTERIES	\$131.70	1047
161436	9/30/2025	ABIGAIL J GIAMBATTISTA	\$115.40	1047

161435	9/30/2025	360 COMMUNITY SERVICES	\$42,871.62	1047
161434	9/30/2025	UNITED PARCEL SERVICE INC.	\$43.38	1046
161433	9/30/2025	RICHARD L. BROWN JR	\$90.00	1046
161432	9/30/2025	PAPILLION SANITATION	\$2,628.70	1046
161431	9/30/2025	OMAHA SYMPHONY	\$285.00	1046
161430	9/30/2025	NEBRASKA FURNITURE MART	\$2,214.97	1046
161429	9/30/2025	MORRIS J HAGGE	\$70.00	1046
161428	9/30/2025	MARCUS MARINKOVICH	\$70.00	1046
161427	9/30/2025	LEE BHM CORP	\$756.00	1046
161426	9/30/2025	DONALD C HAND	\$90.00	1046
161425	9/30/2025	BRYCE KERKMAN	\$70.00	1046
161424	9/30/2025	AFP CORP.	\$6,102.28	1046
161352	9/30/2025	Aldrich, Tamara Lynn	\$160.09	1044
161353	9/30/2025	Allgood, Kiley Kathleen	\$50.82	1044
161354	9/30/2025	Bell, Kelley Sue	\$31.99	1044
161355	9/30/2025	Bentjen, Natalie Elizabeth	\$48.30	1044
161356	9/30/2025	Boltin, Austin Michael	\$13.44	1044
161357	9/30/2025	Booms, Caitlyn Michelle	\$20.86	1044
161358	9/30/2025	Botos, Sharon Kay	\$135.45	1044
161359	9/30/2025	Bottjen, Tiffani Marie	\$177.80	1044
161360	9/30/2025	Byrom, Andrea Faye	\$21.70	1044
161361	9/30/2025	Claussen, Sarah Kathryn	\$20.23	1044
161362	9/30/2025	Csipkes, Nicole Erin	\$36.47	1044
161363	9/30/2025	Dayan, Kelsey Alexis	\$160.56	1044
161364	9/30/2025	Deicke, Kristin Joy	\$152.74	1044
161365	9/30/2025	Denker, Julie Ann	\$30.80	1044
161366	9/30/2025	Dreier, Carissa Ann	\$67.90	1044
161367	9/30/2025	Fricke, Kristin L	\$83.30	1044
161368	9/30/2025	Gigstead, Katherine Mary	\$108.64	1044
161369	9/30/2025	Gunter, Tyson Antonio	\$119.00	1044
161370	9/30/2025	Hall, Natasha G	\$8.40	1044
161371	9/30/2025	Hamilton, Sarah Eades	\$20.86	1044
161372	9/30/2025	Hasz, Hannah Grace	\$43.33	1044
161373	9/30/2025	Haug, Madison Mackenzie	\$70.77	1044
161374	9/30/2025	Hayes, Mackenzie Grace	\$29.68	1044
161375	9/30/2025	Hilderbrand, Matthew John	\$98.91	1044
161376	9/30/2025	Hynek, James M JR	\$19.53	1044
161377	9/30/2025	Iliff, Nicole Ann	\$187.25	1044
161378	9/30/2025	Imig, Laurie Ann	\$53.90	1044
161379	9/30/2025	Isham, Ashlee Lynn	\$95.90	1044
161380	9/30/2025	Jabens, Melissa Ann	\$150.36	1044
161381	9/30/2025	Jantze, Kimberly	\$20.30	1044
161382	9/30/2025	Johnson, Emily Louise	\$104.23	1044

161383	9/30/2025	Johnson, Margaret Jeanne	\$69.79	1044
161384	9/30/2025	Jorgensen, Emily Nicole	\$265.58	1044
161385	9/30/2025	Kalkowski, Gretchen A	\$16.38	1044
161386	9/30/2025	Kenoyer, Erica Lynn	\$427.96	1044
161387	9/30/2025	Lapointe, Zachary	\$12.60	1044
161388	9/30/2025	Lee, Jennifer Rae	\$98.00	1044
161389	9/30/2025	Lesage, Katie Marie	\$128.24	1044
161390	9/30/2025	Lozier, Virginia White	\$72.80	1044
161391	9/30/2025	Magrini, Danielle Beth	\$132.37	1044
161392	9/30/2025	Mauch, Sha Stiller	\$180.88	1044
161393	9/30/2025	Mumma, Whitney E	\$25.97	1044
161394	9/30/2025	Munster, Cody Alan	\$26.04	1044
161395	9/30/2025	Namminga, Callie Jaim	\$297.54	1044
161396	9/30/2025	Nelson, Caitlin Wisemiller	\$84.77	1044
161397	9/30/2025	Nichols, Chad E	\$41.86	1044
161398	9/30/2025	Olson, Alexandria Lauren	\$18.34	1044
161399	9/30/2025	Peters, Kelsey Beth Schomburg	\$35.56	1044
161400	9/30/2025	Pueppke, Amanda Kaye	\$189.84	1044
161401	9/30/2025	Reeh, Jenna Marie	\$99.54	1044
161402	9/30/2025	Richards, Elizabeth A	\$59.88	1044
161403	9/30/2025	Richardson, Jennifer S	\$20.96	1044
161404	9/30/2025	Rikli, Andrew J	\$395.50	1044
161405	9/30/2025	Roth, Jessica Roxanne	\$34.39	1044
161406	9/30/2025	Sauer, Julee Renee	\$8.12	1044
161407	9/30/2025	Schmuecker, Emily Rose	\$149.31	1044
161408	9/30/2025	Schnabel, Molly Ann	\$51.32	1044
161409	9/30/2025	SEAN KELLY	\$313.60	1044
161410	9/30/2025	Severson, Kaylan Tillie	\$17.08	1044
161411	9/30/2025	Smith, Jenny Kay	\$28.63	1044
161412	9/30/2025	Smith, Kyndra Sue	\$186.76	1044
161413	9/30/2025	Spencer, Christopher Michael	\$3.57	1044
161414	9/30/2025	Strickler, Marissa Jean	\$121.17	1044
161415	9/30/2025	Suero De Montgomery, Wanda	\$168.70	1044
161416	9/30/2025	TARIN COLLINS	\$215.60	1044
161417	9/30/2025	Tate, Michelle K	\$36.54	1044
161418	9/30/2025	Tungland, Kelsey M	\$378.86	1044
161419	9/30/2025	Uribarri, Candice	\$32.20	1044
161420	9/30/2025	Wear, Krista Aileen	\$127.40	1044
161421	9/30/2025	White, Vlinda Marie	\$189.98	1044
161422	9/30/2025	Wolfe, Kristine L	\$31.85	1044
161423	9/30/2025	Wood, Susan E	\$73.15	1044
161351	9/26/2025	PINNACLE BANK - VISA	\$15,857.38	1041
161350	9/26/2025	WEST OMAHA WINSUPPLY CO.	\$565.24	1040

161349	9/26/2025	VPU FAYETTEVILLE LLC	\$9,650.30	1040
161348	9/26/2025	UNITED PARCEL SERVICE INC.	\$95.56	1040
161347	9/26/2025	SWANK MOTION PICTURES, INC.	\$519.00	1040
161346	9/26/2025	SUPER DUPER INC	\$160.18	1040
161345	9/26/2025	SONOCENT LLC	\$2,411.00	1040
161344	9/26/2025	REGAL PRINTING CO	\$1,368.00	1040
161343	9/26/2025	Pudenz, Joseph N	\$29.15	1040
161342	9/26/2025	POPCO INC.	\$70.00	1040
161341	9/26/2025	O'REILLY AUTOMOTIVE STORES, INC.	\$74.82	1040
161340	9/26/2025	NEBRASKA TURF PRODUCTS	\$930.40	1040
161339	9/26/2025	METROPOLITAN UTILITIES DISTRICT	\$9,261.61	1040
161338	9/26/2025	MENARDS - RALSTON	\$38.94	1040
161337	9/26/2025	MENARD INC	\$322.10	1040
161336	9/26/2025	KURT MCCLANNAN	\$180.00	1040
161335	9/26/2025	KEARNEY HOSPITALITY INC	\$537.00	1040
161334	9/26/2025	JAMF SOFTWARE	\$43,165.00	1040
161333	9/26/2025	JAMES CHISM JR	\$180.00	1040
161332	9/26/2025	HOPE SQUAD INC	\$600.00	1040
161331	9/26/2025	HD SUPPLY FACILITIES MAINTENANCE	\$365.25	1040
161330	9/26/2025	GRAFTON & ASSOCIATES INC	\$160.00	1040
161329	9/26/2025	FS.COM	\$340.00	1040
161328	9/26/2025	FOLLETT CORPORATION	\$26,940.42	1040
161327	9/26/2025	FIRST WIRELESS, INC	\$1,378.79	1040
161326	9/26/2025	FIRST STUDENT	\$2,451.91	1040
161325	9/26/2025	DONALD C HAND	\$90.00	1040
161324	9/26/2025	CROUCH RECREATION DESIGN INC	\$348.00	1040
161323	9/26/2025	CONTROL SERVICES INC	\$1,573.01	1040
161322	9/26/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$590.72	1040
161321	9/26/2025	BLICK ART MATERIALS LLC	\$3,508.00	1040
161320	9/26/2025	ATLAS COPCO USA HOLDINGS, INC	\$289.08	1040
161319	9/26/2025	ANIXTER INC	\$939.26	1040
161318	9/26/2025	ACTION BATTERIES	\$63.57	1040
161317	9/26/2025	THE BUG GUY	\$150.00	1038
161316	9/26/2025	OMAHA CHILDREN'S MUSEUM	\$595.00	1038
161315	9/26/2025	FONTENNELLE NATURE ASSOCIATION	\$175.00	1038
161314	9/26/2025	COUGHLAN COMPANIES, LLC DBA CAPSTONE	\$935.91	1038
161313	9/26/2025	ACCESS TECHNOLOGIES INC - IA	\$141.37	1038
161312	9/26/2025	DIETZE MUSIC INC	\$7,668.92	1036
161311	9/19/2025	MADISON NATIONAL LIFE	\$34,956.61	1033
161310	9/19/2025	BLUE CROSS BLUE SHIELD OF NE	\$1,920,288.53	1033
161309	9/19/2025	AMERITAS LIFE INSURANCE CORP	\$13,699.08	1033
161308	9/19/2025	UNITED PARCEL SERVICE INC.	\$111.58	1031
161307	9/19/2025	STERLING COMPUTERS CORPORATION	\$1,192.80	1031

161306	9/19/2025	SOPHIA RIERA	\$90.00	1031
161305	9/19/2025	SIGMA	\$75.00	1031
161304	9/19/2025	SARPY COUNTY JUVENILE	\$399.36	1031
161303	9/19/2025	RACHEL STOTTS	\$90.00	1031
161302	9/19/2025	Q A TECHNOLOGIES INC	\$6,812.50	1031
161301	9/19/2025	PITNEY BOWES INC	\$3,310.00	1031
161300	9/19/2025	ONE SOURCE THE BACKGROUND CHECK CO	\$12,058.85	1031
161299	9/19/2025	NOEL ADJE	\$436.80	1031
161298	9/19/2025	NEBRASKA METHODISTHEALTH SYSTEM INC	\$3,750.00	1031
161297	9/19/2025	NEBRASKA ASSOCIATION OF TECHNOLOGY	\$65.00	1031
161296	9/19/2025	NEBRASKA ASSOCIATION OF SCHOOL	\$200.00	1031
161295	9/19/2025	NEB DEPARTMENT OF ENVIRONMENT & ENERGY	\$40.00	1031
161294	9/19/2025	MORRIS J HAGGE	\$70.00	1031
161293	9/19/2025	METROPOLITAN UTILITIES DISTRICT	\$3,720.79	1031
161292	9/19/2025	MADELINE MILOTA	\$90.00	1031
161291	9/19/2025	LOGO LOGIX EMBROIDERY & SCREEN PRIN	\$214.00	1031
161290	9/19/2025	JASON D KOERNER	\$70.00	1031
161289	9/19/2025	JAMES LOEWENSTEIN	\$90.00	1031
161288	9/19/2025	FIRST STUDENT	\$343.75	1031
161287	9/19/2025	ELKHORN SOUTH HIGH SCHOOL	\$200.00	1031
161286	9/19/2025	EGAN SUPPLY COMPANY	\$13,215.96	1031
161285	9/19/2025	COLUMN SOFTWARE PBC	\$71.44	1031
161284	9/19/2025	CHAD METZGER	\$65.00	1031
161283	9/19/2025	BRYCE KERKMAN	\$65.00	1031
161282	9/19/2025	BRIAN L ARVIN SR	\$65.00	1031
161281	9/19/2025	BOARD OF REGENTS OF THE UNIV OF NEBRASKA	\$628.00	1031
161280	9/19/2025	AUSTIN MOORE	\$70.00	1031
161279	9/19/2025	ATHLETICO EXCEL NEBRASKA LLC	\$1,500.00	1031
161278	9/19/2025	APPLE INC.	\$8,224.00	1031
161277	9/19/2025	SOPHIA RIERA	\$90.00	1029
161276	9/19/2025	Reid, Kwabena S	\$70.00	1029
161275	9/19/2025	RACHEL STOTTS	\$90.00	1029
161274	9/19/2025	NE LUTHERAN OUTDOOR MINISTRIES INC	\$270.00	1029
161273	9/19/2025	MICHAEL EDWARDS	\$70.00	1029
161272	9/19/2025	MICHAEL EDWARD GODEK	\$90.00	1029
161271	9/19/2025	LS VENTURES	\$1,205.00	1029
161270	9/19/2025	KEVIN VAIL	\$70.00	1029
161269	9/19/2025	JOE CORTESE	\$70.00	1029
161268	9/19/2025	JAMES LOEWENSTEIN	\$90.00	1029
161267	9/19/2025	JAMES CRUM	\$90.00	1029
161266	9/19/2025	FIRST STUDENT	\$8,991.90	1029
161265	9/19/2025	ERIC O'MALLEY	\$70.00	1029
161264	9/19/2025	DOUGLAS J HENELY	\$90.00	1029

161263	9/19/2025	DONNA ROBLES	\$90.00	1029
161262	9/19/2025	DAVE LANDON	\$70.00	1029
161261	9/19/2025	CORY PIERCY	\$70.00	1029
161260	9/19/2025	CHUCK LEONARD	\$70.00	1029
161259	9/19/2025	CHAD METZGER	\$135.00	1029
161258	9/19/2025	BRYCE KERKMAN	\$65.00	1029
161257	9/19/2025	BRIAN L ARVIN SR	\$65.00	1029
161256	9/19/2025	Brian Becker	\$90.00	1029
161255	9/19/2025	BRAXTON ARNDT	\$90.00	1029
161254	9/19/2025	ROCHESTER 100 INC	\$240.00	1028
161253	9/19/2025	J&R DOOR	\$120.00	1028
161252	9/19/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$1,668.67	1028
161251	9/19/2025	D & T SHIRTIFIED, LLC	\$876.87	1028
161250	9/17/2025	PINNACLE BANK - VISA	\$33,955.49	1027
161249	9/16/2025	SAM'S CLUB MC/SYNCB	\$1,230.12	1024
161248	9/16/2025	SAM'S CLUB / SYNCHRONY BANK	\$1,054.58	1024
161247	9/12/2025	WOODRIVER ENERGY, LLC	\$9,277.36	1021
161246	9/12/2025	WESTLAKE HARDWARE INC	\$1,948.13	1021
161245	9/12/2025	VERNIER SOFTWARE & TECHNOLOGY LLC	\$41.20	1021
161244	9/12/2025	TAYLOR MUSIC INC	\$499.00	1021
161243	9/12/2025	SURBURBAN NEWSPAPERS	\$528.32	1021
161242	9/12/2025	RIVER CITY TRANSFER	\$461.66	1021
161241	9/12/2025	PASCO SCIENTIFIC	\$1,369.00	1021
161240	9/12/2025	PAPILLION SANITATION	\$11,617.54	1021
161239	9/12/2025	OMAHA PUBLIC POWER DISTRICT	\$243,442.47	1021
161238	9/12/2025	OFFICE DEPOT INC	\$312.66	1021
161237	9/12/2025	NE COUNCIL OF SCHOOL ADMINISTRATORS	\$675.00	1021
161236	9/12/2025	MORRIS PRINTING GROUP INC	\$472.15	1021
161235	9/12/2025	MORRIS J HAGGE	\$70.00	1021
161234	9/12/2025	MATHESON TRI-GAS INC	\$44.94	1021
161233	9/12/2025	KEVIN VAIL	\$70.00	1021
161232	9/12/2025	JM HOSPITALITY	\$579.80	1021
161231	9/12/2025	FLINN SCIENTIFIC INC	\$1,166.08	1021
161230	9/12/2025	DREW MCCRONE	\$70.00	1021
161229	9/12/2025	DOUGLAS J KELLEY	\$625.00	1021
161228	9/12/2025	Crosby, Jessica Brooke	\$131.00	1021
161227	9/12/2025	Conserve Flag Company	\$902.70	1021
161226	9/12/2025	CAROLINA BIOLOGICAL SUPPLY CO INC.	\$1,018.68	1021
161225	9/12/2025	ASI ASSOCIATES, INC.	\$1,369.84	1021
161224	9/12/2025	APPLE INC.	\$208.00	1021
161223	9/12/2025	PINNACLE BANK	\$39,245.59	1020
161222	9/11/2025	FLINN SCIENTIFIC INC	\$1,815.80	1019
161221	9/11/2025	D&M ROSS LLC PAPILLION AUTO SERVICE	\$3,257.16	1019

161220	9/11/2025	AFP CORP.	\$1,684.54	1019
161219	9/15/2025	UNITED WAY OF THE MIDLANDS	\$203.34	1017
161218	9/15/2025	TSA CONSULTING GROUP-REMITTANCE	\$43,768.02	1017
161217	9/15/2025	SEIU LOCAL 226 DUES	\$1,477.20	1017
161216	9/15/2025	Revco Solutions, Inc-Sarpy Cty	\$895.92	1017
161215	9/15/2025	PINNACLE BANK	\$40,987.59	1017
161214	9/15/2025	PAPILLION-LAVISTA FOUNDATION	\$3,398.42	1017
161213	9/15/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$130.00	1017
161212	9/15/2025	Nebraska Department of Revenue	\$125.00	1017
161211	9/15/2025	NCSPC-WEB	\$2,554.00	1017
161210	9/15/2025	MIDLAND FUNDING LLC	\$43.44	1017
161209	9/15/2025	MASTER BLASTER INC	\$1,048.73	1017
161208	9/15/2025	CREDIT MANAGEMENT SERVICES-SARPY	\$210.32	1017
161207	9/15/2025	CLEAR RECOVERY INC-SARPY CTY	\$215.58	1017
161206	9/15/2025	California State Disbursement Unit	\$721.75	1017
161205	9/15/2025	ASSURITY LIFE INSURANCE COMPANY	\$154.33	1017
161204	9/15/2025	AFLAC	\$631.82	1017
161203	9/15/2025	ACCREDITED COLLECTION SERVICE INC	\$551.19	1017
161202	9/15/2025	ACCREDITED COLLECTION SERV-SARPY CTY	\$1,011.85	1017
161201	9/8/2025	WEEDER'S INC	\$1,620.00	1008
161200	9/8/2025	SARPY COUNTY JUVENILE	\$13,750.00	1013
161199	9/8/2025	SARPY COUNTY JUVENILE	\$910.18	1013
161198	9/8/2025	SARPY COUNTY TREASURER	\$30.00	1012
161197	9/5/2025	ALLO HOLDING LLC	\$11,186.14	1007
161196	9/5/2025	ACCESS TECHNOLOGIES INC - MN	\$10,716.27	1007
161195	9/5/2025	ACCESS TECHNOLOGIES INC - IA	\$12,797.32	1007
161194	9/5/2025	SPECIAL PAY TRUST	\$420,000.00	1006
161193	9/5/2025	NE COUNCIL OF SCHOOL ADMINISTRATORS	\$29,810.00	1006
161192	9/5/2025	ULINE INC	\$10,750.80	1005
161191	9/5/2025	TURNITIN HOLDINGS LLC	\$8,892.61	1005
161190	9/5/2025	THE TROPHY GUY INC.	\$6.50	1005
161189	9/5/2025	SURBURBAN NEWSPAPERS	\$173.85	1005
161188	9/5/2025	STERICYCLE, INC	\$456.09	1005
161187	9/5/2025	Premier Music Teaching Aids LLC	\$96.75	1005
161186	9/5/2025	PITNEY BOWES GLOBAL FINANCIAL SERVI	\$1,078.26	1005
161185	9/5/2025	PAPILLION SANITATION	\$1,229.33	1005
161184	9/5/2025	NEBRASKA STATE BAR FOUNDATION	\$100.00	1005
161183	9/5/2025	NE COUNCIL OF SCHOOL ADMINISTRATORS	\$1,125.00	1005
161182	9/5/2025	NASB ALICAP	\$2,118,687.00	1005
161181	9/5/2025	MORRIS PRINTING GROUP INC	\$624.00	1005
161180	9/5/2025	MINNESOTA CLAY CO. USA	\$2,083.13	1005
161179	9/5/2025	MIDWEST PETROLEUM EQUIPMENT, LLC	\$410.44	1005
161178	9/5/2025	METROPOLITAN UTILITIES DISTRICT	\$1,419.23	1005

161177	9/5/2025	MENARD INC	\$569.98	1005
161176	9/5/2025	LEADING EDGE LAMINATING	\$168.24	1005
161175	9/5/2025	KANEEN SMYER	\$39.20	1005
161174	9/5/2025	J W PEPPER & SON INC	\$110.09	1005
161173	9/5/2025	HUJO PROPERTIES LLC	\$170.00	1005
161172	9/5/2025	GIA PUBLICATIONS	\$303.72	1005
161171	9/5/2025	FLINN SCIENTIFIC INC	\$1,416.03	1005
161170	9/5/2025	CURRICULUM ASSOCIATES	\$235.20	1005
161169	9/5/2025	CONCORD THEATRICALS CORP	\$889.95	1005
161168	9/5/2025	COLUMN SOFTWARE PBC	\$173.45	1005
161167	9/5/2025	CITY OF PAPIILLION - WATER	\$13,761.85	1005
161166	9/5/2025	CATALYST PUBLIC AFFAIRS, INC	\$3,250.00	1005
161165	9/5/2025	BOARD OF REGENTS OF THE UNIV OF NEBRASKA	\$628.00	1005
161164	9/5/2025	B&H PHOTO & ELECTRONICS CORP	\$246.72	1005
161163	9/5/2025	APPLE INC.	\$803.00	1005
161162	9/5/2025	AKSARBEN FOUNDRY	\$357.90	1005
161161	9/5/2025	AFP CORP.	\$5,338.60	1005
161160	9/5/2025	ADAMS PROFESSIONAL SERVICES INC	\$115.00	1005

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
October 13, 2025

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Alexandria Olsen & Emily Schmuecker	October 7-10, 2025 Chicago, IL	Annual Reading League Conference	\$5,904.00 (G)	\$0.00
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF Estimated General Fund Expenditures				
Chris Curry, Tanner Clawson, Curtis Miller, Landin Pribnow & 14 Students	December 6, 2025 Sioux City, IA	Sergeant Bluff Invite	\$658.00 (A)	\$0.00
Adam Schlismann & 5 students	October 31 - November 1, 2025 Columbia, MO	NJROTC Regional Marksmanship Championship	\$509.00 (A)	\$0.00
Jerrid Johansen, Tasha Simpson, Megan Hylok, Molly Werner, Jeremy Haselhorst & 14 Students	November 21 - 22, 2025 Columbia, MO	NCAA D1 Cross Country Championship	\$1,289.40 (A)	\$900.00 (A)

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

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PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
September 22, 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 following the Tax Request Hearing at 6:07 p.m., Monday, September 22, 2025. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, September 17, 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 Ms. SuAnn Witt called the meeting to order and stated that the Pledge of Allegiance, Roll Call, and Open Meetings Law notification were taken care of at the Tax Request Hearing conducted prior to this meeting.

Military Advisory

Colonel Mark Russell shared the monthly Offutt Air Force Base updates during Lieutenant Colonel Andersen's deployment. Colonel Russell thanked the district for their continued partnership with the families at Offutt. Colonel Russell shared that for the first time Offutt will host the Model United Nations contest. The Impact Aid Requests are due this time of year from parents with military dependents. The Colonel asked that if the forms haven't been returned to please do so. The Colonel shared that Offutt is hosting a Halloween Extravaganza on October 23.

Presentation

The KIND Array Principals – Jaime Bizal (Walnut Creek), Brooke Morehead (Anderson Grove), Monica Thompson (Hickory Hill), Dave Fritson (Tara Heights), and Sarah Rusk (Trumble Park) presented on community engagement to the Board. Ms. Bizal stated the KIND Array stands for Kids Inspiring New Direction. The KIND Array schools collaborate, problem-solve and celebrate together. This past year they have prioritized the importance of family engagement in the building and in the classroom through activities. They presented slides highlighting the many activities that help propel the District Strategic Plan by increasing student engagement and ownership of learning, elevating academic achievement consistently across the district, building stronger school-community partnerships, enhancing family engagement through effective communication and increasing student participation in activities and extracurriculars.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities he has attended this past month. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube. Dr. Rikli visited Papillion La Vista High School for professional development day, Marzano training. Both the high schools have celebrated their Homecomings.

Dr. Rikli will begin hosting the Advisory Meetings. The Student Advisory, Certified Advisory and Classified Advisory will be held this week.

Dr. Rikli traveled to Hershey, NE to attend Commissioner Maher's Superintendent Advisory Meeting. The meeting was attended by Superintendents from various school districts. Discussion included a variety of state initiatives.

Dr. Rikli shared that TeamMates Board of Directors held their first social event last week to help attract new mentors.

Liaison lunches began with the first liaison lunch held last week.

Dr. Christopher Villarreal hosted a family engagement event at Central Office last week with roughly 100 attendees.

Board Reports

Mr. Bailey had a group of HAL students come to UNO for a quick lesson on how to fly. Mr. Bailey attended a liaison lunch at Papillion La Vista South High School. Mr. Bailey also attended the Sarpy County Joint Tax Hearing.

Mr. Lodes attended a liaison lunch at Papillion Middle School.

Ms. Witt attended a liaison lunch at Portal Elementary. Ms. Witt attended the Papillion La Vista South Homecoming Parade last Friday.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported the committee had not met.
- HR & Student Services Committee: Mr. Lodes reported the committee had met. Agenda items discussed were the Option Enrollment Resolution, and the Custodial and Warehouse agreement. They also discussed enrollment and staffing projections.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee had not met.

Communication

No Public testifiers testified.

Action Items

A motion was made by Mr. Madler and seconded by Ms. Butler to approve the Action by Consent Items: The meeting agenda, finance, out of state travel, personnel, Minutes from the Budget Hearing, the Board Meeting of September 8, 2025, and Board Retreat on September 11, 2025, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Witt, Lodes, Bailey, and Butler. Nays: None. The motion carried.

A motion was made by Mr. Bailey and seconded by Mr. Lodes to approve the adoption of the Nebraska State Science Standards 2024, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Lodes, Bailey, Butler, and Madler. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Mr. Lodes to approve the adoption of the budget for 2025-26 through the attached Budget Resolution and State Budget Forms 2025-26 as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Bailey, Butler, Madler and Witt. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Mr. Bailey to approve the Superintendent's 2025-2026 Performance Goals, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Bailey, Butler, Madler, Witt and Lodes. Nays: None. The motion carried.

Discussion/Information Items

Dr. Settles provided details on a tentative agreement for custodial, warehouse, and driver staff. Members of the Local 226 Union met on September 6 and voted in favor of the tentative agreement. The group met several times over the last few months and were presented the first tentative agreement but that failed by one vote. A new tentative agreement was voted on and passed on September 6. Backpay will be established on November paychecks after approval by the Board, to make up for the months the contract was not in place. The agreement will be for two years. It includes a returning employee wage increase of 3.94% in year one and 3.8% in year two. A uniform allowance of \$225 (previously \$200). Health and dental insurance plan options remain the same reflecting the average 5.49% increase in EHA plan cost. For personal leave, employees will receive four (previously three) of the Accumulated Leave days which may be used for personal leave. Bereavement will move from five days for loss of spouse, domestic partner, or child to ten days. Action will take place at the October 13, 2025, board meeting.

The Director of Student Services, Ms. Missy Stolley, shared with the Board the Option Enrollment Resolution. Pursuant to Neb. Rev. Stat. 79-238, this resolution establishes buildings that will be declared closed to option enrollments for the 2025-26 school year. No option enrollment applications will be accepted at Ashbury Elementary, Prairie Queen Elementary, and Lincoln View Elementary. The resolution will take action at the October 13 meeting of the Board.

Board President Witt reviewed the future board calendar.
Board President Witt adjourned the meeting at 7:11p.m.

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

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
Hearing to Set Final Tax Request
September 22, 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 22, 2025. The Hearing to Set the Final Tax Request was held at the Papillion La Vista Community School District Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the Tax Hearing was provided in advance by publication in the *Sarpy Times*, September 17, 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 Tax Hearing 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 at the meeting were: Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler, Ms. SuAnn Witt, and Mr. Brian Lodes.

A motion was made by Mr. Bailey and seconded by Mr. Lodes to approve the absence of Ms. Lisa Wood from the September 22, 2025 board meeting. Roll call vote was taken. Ayes: Butler, Madler, Witt, Lodes and Bailey. Nays: None. Motion carried.

Budget Hearing

The purpose of the hearing was to hear support, opposition, criticism, suggestions or observations of taxpayers relating to the 2025-2026 final tax request.

Mr. Brett Richards, Assistant Superintendent for Business Services, presented slides showing the revenue considerations for the tax request. There was a loss of \$550,000 in Title I allotment, an estimated increase of 4% of total package labor increases, a new SRO Sergeant position, Tier 3 alternative school costs, curriculum materials and technology costs, two new bus routes, and technology sustainability. Revenues and expenditures are expected to be around \$154 million for 2025-26 within the \$169.8 million dollar budget. Preliminary Valuations increased 7.6% for the District.

Mr. Richards shared that state aid has increased by 2.75%, compared to a loss of \$7,619,008 for 2024-2025. Mr. Richards stated the District is recommending a 4.2% overall tax revenue increase from 2024-25. The total proposed tax levy for 2025-26 is \$1.096547.

There being no further discussion or questions, the hearing was adjourned by Board President Witt at 6:07pm.

Ms. Lisa Wood, Secretary
Board of Education

Subject: Property Tax Levy Resolution for 2025-26

Meeting Date: October 13, 2025

Prior Meeting Discussion Date: Sarpy Tax Hearing September 18, 2025; District Public Tax Hearing: September 22, 2025

Department: Business Services

Action Desired: Approval X Discussion _____ Information Only _____

Background:

A special county public tax hearing was held on Thursday, September 18, 2025, at 6:30 PM and a district public tax hearing was held relative to the Papillion La Vista Community School’s tax levy rates for all funds for 2025-26 prior to a regular scheduled board meeting on September 22, 2025 at 6:00 PM. The district hearing was published in the *Sarpy Times* at least five days prior to the hearing. The attached Tax Levy Request Resolution will help support the 2025-26 budget as adopted by the Board on September 22, 2025.

<u>Fund</u>	<u>Tax Request Amount</u>	<u>Tax Levy.</u>
General Fund	\$92,272,726	tax levy \$0.903790
Bond #4	\$3,772,475	tax levy \$0.038412
Bond #5	\$4,022,838	tax levy \$0.040961
Bond #6	\$6,196,832	tax levy \$0.061679
Bond #7	\$3,658,360	tax levy \$0.035875
<u>Building Fund</u>	<u>\$1,616,162</u>	<u>tax levy \$0.015830</u>
Total	\$111,539,393	tax levy \$1.096547

Recommendation: Motion to approve the attached Tax Request Resolution for the 2025-26 school year as presented.

Responsible Person: Brett Richards

Superintendent’s Approval _____

Signature

**PAPILLION LA VISTA COMMUNITY SCHOOLS
2025-26 PROPERTY TAX REQUEST RESOLUTION
FOR
Sarpy County SCHOOL DISTRICT 77-0027-000**

WHEREAS, public 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 Tax Requests for the 2025-26 school fiscal year for the General Fund, Bond Fund, and Special Building Fund of Sarpy County School District 77-0027-000; and,

WHEREAS, such Special Public Tax Hearings were held on Thursday, September 18, 2025 at 6:30 PM and on Monday, September 22, 2025 at 6:00 PM at the time, date, and place announced in both notices, which was published in a newspaper of general circulation at least five days before, and,

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

WHEREAS, the total assessed value of the property differs from last year's total assessed value by 7%; the tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be \$1.048342 per \$100 of assessed value; the Papillion La Vista Community Schools proposes to adopt a property tax requests that will cause its tax rate to be \$1.096547 per \$100 of assessed value.

WHEREAS, based on the proposed property tax request and changes in other revenue, the Papillion La Vista Community School's General Fund budget will increase 2.6% and the total operating budget will increase by 2 percent (includes all fund budgets) from last year's budget.

WHEREAS, the Board, after having reviewed the District's Tax Requests for each said fund, and after public consideration of the matter, has determined that the Final Tax Requests 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 that (1) the Tax Request for the General Fund should be \$92,272,726, and hereby is set at \$0.903790; (2) the Tax request for Bond Fund 4 should be \$3,772,475, and hereby is set at \$0.038412; (3) the Tax Request for the Bond Fund 5 should be \$4,022,838, and hereby is set at \$0.040961; (5) the Tax Request for the Bond Fund 6 should be \$6,196,832, and hereby is set at \$0.061679; (6) the Tax Request for Bond Fund 7 should be \$3,658,360 and hereby is set at \$0.035875; and (7) and the Tax Request for the Special Building Fund should be \$1,616,162, and hereby is set at \$0.015830; for an overall tax request of \$111,539,393 and an overall tax rate of \$1.096547.

It is so moved by _____ and seconded by _____ this 13th day of October, 2025.

Roll Call vote as follows:

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

The undersigned herewith certifies, as Secretary of the Board of Education of Sarpy County School District 77-0027-000, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

_____, Secretary

Subject: PLCS Mission Statement Update

Meeting Date: October 13, 2025

Prior Meeting Discussion Date: Board Retreat 9/11/25

Department: Curriculum

Action Desired: Approval Discussion Information Only

Background: As part of the strategic planning process, the mission, beliefs, and parameters for the district are reviewed and updated as needed. Our current mission statement was drafted during the creation of the 2019 strategic plan. This recommendation is for minor changes to the specific language of the statement. See below for the recommended changes to the PLCS District Mission Statement.

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-committed~~ **meaningful** educators through ~~bold~~ partnerships with families and community.

Recommendation: For the BOE to adopt the recommended changes to the current mission statement.

Responsible Person: Shureen Seery

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Option Enrollment Resolution

Meeting Date: October 13, 2025

Prior Meeting Discussion Date: September 22, 2025

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: Motion to approve the Option Enrollment Resolution for 2026-27 school year.

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_.

President, Board of Education

**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 4th) falls on a Saturday or Sunday and there is no holiday pay for that specific day, the employee will be paid two and a half times (250%) the employee's pay rate for a District-declared emergency.

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 1st 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

Subject: Voluntary Separation Application Approval

Meeting Date: October 13, 2025

Prior Meeting Discussion Date: September 8, 2025 Board Meeting

Department: Human Resources

Action Desired: Approval Discussion Information Only

Background:

The details regarding policy 4143 Temporary Early Retirement Incentive Policy were presented at the previous board meeting with no recommended changes other than to update the annual deadlines and staff qualifications page for 2025-26.

Recommendation: Motion to approve annual updates to policy 4143 Temporary Early Retirement Incentive Policy.

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rehrig
Signature

RETURN TO AGENDA

5 Series Name: 4000 – Personnel
Topic: 4100 – Certificated Employees
Policy: 4143 – Temporary Early Retirement Incentive Policy

The Board may adopt a Temporary Early Retirement Incentive Program ("TERIP") to encourage eligible certificated employees who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2025-26 school year. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early leaving decisions to complete such decisions.
2. To reduce costs to Papillion La Vista Community Schools ("School District") by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

Procedure 4143 - Temporary Early Retirement Incentive Program

A. QUALIFICATIONS:

1. **Permanent Certificated Employee:** To be a participant a person must be employed by the School District, as of date of acceptance of the person's application, in a position requiring that the employee have a certificate issued by the Nebraska Department of Education. Employees on an approved leave of absence and who meet all other criteria will be eligible, however, the time on leave will not be considered creditable service unless required by law (e.g., military leave). Employees in administrative positions are not eligible.

2. **Full-Time Equivalency:** To be a participant a person must be employed at least half-time (0.5 F.T.E.) with the School District in a position requiring that the employee have a certificate issued by the Nebraska Department of Education.

3. **Minimum and Maximum Age and Creditable Service:** To be a participant a person must be at least fifty-five (55) years of age and have completed at least fifteen (15) years of credited service to School District. The minimum and maximum age and years of service are to be determined as of August 31, 2026. A participant may not be a person who would have been ineligible under the terms of the former Policy 4142.

Credited service shall include the employee's final year of service. Years of service with the School District need not be consecutive. Military service, or other leave required to be granted according to law, shall be included as credited years of service. Part-time employment of less than 1.0 F.T.E will be prorated when determining years of credited service with the School District.

4. **Terminated Employee's Ineligibility:** An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

B. B. ENROLLMENT REQUIREMENTS:

1. **Resignation:** Employee participants in the program shall resign their employment and teaching positions with the School District effective at the close of the 2025-2026 school year, in consideration for the benefits outlined in paragraph “D” below. The certificated employee participating in this program may be re-employed by the School District. The certificated employee may be employed for other non-certificated employee duties with compensation determined by the established pay rates for persons performing that duty. If re-employed in a certificated position at 0.5 F.T.E or greater, the employee’s educational experience (degree/hours) may be used for salary schedule placement, however, the employee’s years of experience shall not include any years of experience that occurred prior to approval of a Temporary Early Retirement Agreement or a Voluntary Separation Agreement with Papillion La Vista Community Schools. This provision shall not apply to substitute teaching or consulting for the School District on a per diem or hourly basis. The employee will not be eligible for a subsequent early retirement incentive program.

2. **Application and Agreement:** Each eligible employee who wishes to participate in the TERIP must properly complete, execute, and submit an Application and Agreement Form to the Assistant Superintendent of Human Resources on or before **December 1, 2025**. Failure to submit the application and agreement within the time frame specified shall result in the rejection of such application or agreement.

The Assistant Superintendent of Human Resources shall review the employee’s record to determine eligibility. If eligible, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

3. **Acceptance or Rejection of Applications:** The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues. The Board of Education may grant preferences if numerous applications are filed based on: (1) length of service with the School District, (2) salary levels of the applicants (3) programs to be offered, (4) areas of certification and endorsement, (5) state and federal regulations which may mandate certain employment practices, (6) special qualifications which may require specific training and/or experience, (7) contributions to activity programs, (8) qualifications based on past performance and competence as determined by the Assistant Superintendent of Human Resources through employee evaluation procedures and review of any prior disciplinary action of incidents, and (9) the organizational and educational impact created by multiple part time certificated employees. The Board will approve up to **fifteen (15) applications** for the 2025-26 school year.

C. BENEFITS:

1. **Severance Benefit:** A qualified certificated employee who has requested and been accepted for participation in the TERIP shall receive a severance benefit equal to Thirty-five Thousand Dollars (\$35,000.00).

2. **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution **to a 403(b) custodial account selected by the District. The severance benefit payment shall be paid on or about September 15, 2026.**

The non-elective contribution described herein will not exceed any Internal Revenue Code or other limit imposed by law at the time the contribution is made. If the School District determines that a contribution, together with any other contributions on behalf of the Certificated Employee, would cause

the Certificated Employee to exceed the maximum allowed by law, the excess shall be paid to the Certificated Employee in cash, less required withholding.

3. **Source of Funds:** The School District shall pay the entire cost of the plan.

4. **Administration:** This Plan shall be administered by the Board of Education by and through the administration of the school district.

Policy and Procedure Revision History: (Adopted 08/14/2017) (Revised 6/10/2019) (Revised 10/12/2020) (Revised 10/7/2025)

**PAPILLION LA VISTA COMMUNITY SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION AND AGREEMENT**

NOTE: THIS APPLICATION AND AGREEMENT MUST BE SUBMITTED TO THE ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES ON OR BEFORE DECEMBER 01, 2025.

This Temporary Early Retirement Incentive Program (“TERIP”) Application and Agreement is offered and made by Sarpy County School District 0027, a/k/a Papillion La Vista Community Schools (“School District”), and

_____ (“Certificated Employee Name”)

_____ (Address)

_____ Nebraska _____ (Zip Code)

_____ (Phone)

WHEREAS, the School District has established a TERIP to be offered during the 2025-2026 school year only, for the purpose of encouraging eligible certificated employees who are considering an early leave decision to accelerate their retirement plans: and,

WHEREAS, the Certificated Employee is desirous of voluntarily participating in the TERIP and voluntarily resigning from employment; and,

WHEREAS, the Certificated Employee affirms as a condition of this Application that the Certificated Employee is eligible for the TERIP and specifically meets each of the following conditions for eligibility:

1. the Certificated Employee is employed by the School District, as of date of acceptance of the application, in a half-time (0.5 F.T.E. or more) position requiring that the employee have a certificate issued by the Nebraska Department of Education and not in an administrative position;
2. the Certificated Employee is at least fifty-five (55) years of age as of August 31, 2026 and has completed at least fifteen (15) years of credited service to School District as of August 31, 2026;
3. the Certificated Employee is less than sixty-six (66) years of age as of August 31, 2025; and
4. the Certificated Employee has not received written notice of possible cancellation, termination, or non-renewal for reasons other than reduction in force.

WHEREAS, the Certificated Employee acknowledges that:

1. forty-five (45) or more days prior to the Certificated Employee’s execution of this Application and Agreement, the Certificated Employee received the TERIP Policy and Application Form and a Memorandum from the Assistant Superintendent of Human Resources, which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the TERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;

2. the Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and Agreement:
3. the Certificated Employee has had 45 or more days to consider participation in the TERIP;
4. the Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven days following the execution of the TERIP Application and Agreement, to revoke the Agreement, and that the TERIP Application and Agreement does not become effective or enforceable until the revocation period has expired; and
5. the Certificated Employee's participation in the TERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the TERIP.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and stipulations set forth in this Application and Agreement, the Certificated Employee and the School District hereby agree as follows:

1. CERTIFICATED EMPLOYEE'S RESIGNATION: The Certificated Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Certificated Employee's employment with the School District effective at the end of the 2025-2026 school year. The Certificated Employee waives any and all notice of action by the Board of Education to accept the resignation and to terminate the Certificated Employee's continuing contract and employment with the School District. The Certificated Employee waives any and all rights the Certificated Employee may have under Neb. Rev. Stat. Section 79-824 to 79-839 (the teacher tenure law), or other laws as they now exist or as they may be amended in the future relating to continued employment. The Certificated Employee authorizes the School District to advertise for, and contract with, a replacement certificated employee, if deemed appropriate, for the 2025-2026 school year. The Certificated Employee authorizes the School District to approve and accept this Application and Agreement immediately upon its submission.

The School District, by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Certificated Employee's resignation, ending all employment relations between the School District and the Certificated Employee effective at the end of the 2025-2026 school year.

2. EARLY RETIREMENT BENEFITS: In consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in this Application and Agreement, the Certificated Employee shall receive the following benefits and payments:

(a) **Severance Benefit:** Certificated Employee shall be paid the sum of Thirty-five Thousand Dollars (\$35,000.00).

(b) **Payment of Severance Benefit:** The severance benefit shall be payable in the form of a non-elective contribution to a 403(b) annuity as established by the School District. The severance benefit payment shall be paid on or about September 15, 2026.

3. WAIVER AND RELEASE OF CLAIMS: By entering into this Agreement the Certificated Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District, in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. '1988, or the like, with respect to, arising out of, or in relation to

the Certificated Employee's employment with the School District, including, but not limited to, claims or rights:

1. under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. '621 et seq.), and the Nebraska Age Discrimination in Employment Act (Neb. Rev. Stat. '48-1001 et seq.);
2. under the Employee Retirement Income Security Act of 1974 (ERISA) (29 U.S.C. '1001 et seq.)
3. under Title VI (42 U.S.C. § 2000d et seq.; 34 CFR §100 et seq.), Title VII (42 U.S.C. §2000e, et seq.) and Title IX of the Civil Rights Act of 1964 (20 U.S.C §1681; 34 CFR 106.1 et seq.);
4. under the Civil Rights Act of 1866 and 1871 (42 U.S.C. '1981, through and including 42 U.S.C. '1988);
5. under the Americans with Disabilities Act (42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. §791, et seq.; 34 CFR §104, et seq.), and the Family Medical Leave Act of 1993 (29 U.S.C. '2601 et seq.);
6. under the Nebraska Fair Employment Practices Act (Neb. Rev. Stat. §48-1101 et seq.); the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,116 et seq.), the Industrial Relations Act, including unfair labor practices claims under that Act (Neb. Rev. Stat. §48-801 et seq.), and civil rights claims under Neb. Rev. Stat. § 20-148 and other state and local laws;
7. under the Wage Payment and Collection Act (Neb. Rev. Stat. §48-1228 et seq.), including claims or rights to be paid for any unused leave, but excluding rights to salary earned and unpaid for the final year of employment;
8. of or relating to discrimination on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, free speech, and unlawful retaliation, before the state or federal EEOC or NEOC, or any other agency or department or state or federal courts under any state or federal constitution, law, rule, or regulation;
9. for breach of contract or tort, including but not limited to negligence, libel, slander, and breach of confidentiality or privacy;
10. of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Certificated Employee's employment with the School District, this Application and Agreement, the TERIP, or the Certificated Employee's resignation from such employment.

This waiver and release is given in exchange for good and valuable consideration (the TERIP severance benefit) beyond that to which the Certificated Employee is otherwise entitled pursuant to law or agreement. Notwithstanding any of the foregoing, nothing in this Agreement prevents the Certificated Employee from filing a claim with or participating in investigations initiated by any government agency charged with enforcement of any law. As stated above, the Certificated Employee has waived the right to recover monetary damages or other individual relief in connection with any such charge, claim or investigation.

4. LEGAL NOTICES

- (a) Consult Attorney. The Certificated Employee is advised to consult with an attorney before entering into the TERIP by signing this Application and Agreement.
- (b) Time to Consider. The Certificated Employee is given a period of at least 45 days within which to consider the TERIP policy and the Application and Agreement. The Certificated Employee acknowledges that the Certificated Employee has had sufficient time to consider the waiver and release of claims and all other matters contained in this Application and Agreement.

In the event the Certificated Employee signs this Application and Agreement prior to the 45 day time period, the Certificated Employee hereby states and affirms that: (1) the Certificated Employee's decision to accept such shortening of time is knowing and voluntary; (2) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through fraud or misrepresentation, and (3) the Certificated Employee's decision to accept such shortening of time was not induced by the School District through a threat to withdraw or alter the offer prior to the expiration of the 45 day time period, or by providing different terms to employees who sign the release prior to the expiration of such time period.

- (c) Right to Revoke. The Certificated Employee has the right, for a period of seven (7) days following the execution of this Application and Agreement, to revoke this Application and Agreement. This Application and Agreement shall not become effective or enforceable until the revocation period has expired.

Certificated Employee

Date

Acceptance

The above Temporary Early Retirement Incentive Program Application and Agreement is hereby accepted and approved by Sarpy County School District 0027; a/k/a Papillion La Vista Community Schools.

DATED this 8th day of December 2025.

**SARPY COUNTY SCHOOL DISTRICT 0027,
A/K/A PAPILLION LA VISTA COMMUNITY
SCHOOLS**

BY:

President or Other Duly Authorized School Official

**ACKNOWLEDGMENT OF RECEIPT
OF PAPILLION LA VISTA COMMUNITY SCHOOLS
TEMPORARY EARLY RETIREMENT INCENTIVE POLICY
APPLICATION AND AGREEMENT**

The undersigned hereby acknowledges receipt of a copy of the Memo entitled **NOTICE OF PROGRAM AND ADEA INFORMATION**, along with the listing of numbers of ages of eligible and non-eligible employees and the Temporary Early Retirement Incentive Policy (TERIP) and the TERIP Application and Agreement this ___ day of _____, 2025.

Certificated Employee

**PAPILLION LA VISTA COMMUNITY SCHOOLS
Temporary Early Retirement Incentive Program**

NOTICE OF PROGRAM AND ADEA INFORMATION

To: All Eligible Certificated Employees

From: Assistant Superintendent of Human Resources
Papillion La Vista Community Schools

Date: October 7, 2025

Re: Important information concerning the Temporary Early Retirement Program

(A) **Eligibility Requirements:** The eligibility requirements for participation in the program are set forth in the policy and application form. Copies of the policy and application form are attached to this memo.

(B) **Enrollment Requirements:** All persons who are eligible and wish to apply for participation in the Papillion La Vista Community Schools Early Retirement Program must sign the agreement and return it to the Human Resources Office within forty-five (45) days after application forms for participation in the Plan are made available to eligible employees and within the deadline specified in the TERIP Policy. Once the signed application is returned to the Human Resources Office, the employee has seven (7) days to revoke the waiver agreement. All persons are advised to consult with an attorney before entering into the TERIP or signing the Application and Agreement.

(C) **ADEA Age Information:** The ADEA requires that information be provided on the ages of those eligible and of those not eligible, by position. Attached is a listing of the ages and job title (“certificated employee”) of the employees who are or may be eligible to participate in this early retirement program, and who are not eligible to participate in the Temporary Early Retirement Program.

Number of certificated employees of each age (as of 8-31-26) who meet and do not meet eligibility requirements for the Papillion La Vista Community Schools Temporary Early Retirement Program. Eligibility based on age greater than 54 and less than 66 and years district equal to or greater than 15 years. **Note - Years in district figured as of 9-17-2025**

Job Title	Age as of 8-31-2025	Sum of Number Eligible	Sum of Number Not Eligible	Sum of Total	
Certified/Licensed Specialist Employees	22	0	2	2	
	23	0	16	16	
	24	0	15	15	
	25	0	20	20	
	26	0	32	32	
	27	0	26	26	
	28	0	25	25	
	29	0	28	28	
	30	0	23	23	
	31	0	23	23	
	32	0	26	26	
	33	0	20	20	
	34	0	20	20	
	35	0	33	33	
	36	0	28	28	
	37	0	29	29	
	38	0	45	45	
	39	0	23	23	
	40	0	34	34	
	41	0	23	23	
	42	0	32	32	
	43	0	29	29	
	44	0	34	34	
	45	0	42	42	
	46	0	40	40	
	47	0	35	35	
	48	0	28	28	
	49	0	29	29	
	50	0	19	19	
	51	0	23	23	
	52	0	23	23	
	53	0	23	23	
	54	0	20	20	
	55	17	7	24	
	56	11	3	14	
	57	7	4	11	
	58	10	1	11	
	59	6	2	8	
	60	9	5	14	
	61	5	2	7	
	62	4	2	6	
	63	5	1	6	
	64	0	2	2	
	66	0	1	1	
	67	0	2	2	
	68	0	3	3	
	Grand Total		74	903	977

Subject: Student & Staff Enrollment Update

Meeting Date: October 13, 2025

Prior Meeting Discussion Date: Board Meeting: August 25, 2025
Subcommittee: September 15, 2025

Department: Human Resources

Action Desired: Approval _____ Discussion Information Only _____

Background:

The Board of Education will be provided an update of student enrollment and staffing at this point of the 2025-26 school year.

Recommendation:

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rhee
Signature