

Agenda for the Board of Education Meeting
December 8, 2025, at 6:00pm

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

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

Nebraska Open Meetings Law: Posted at entrance to room.

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

I. Call to Order

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

II. Communications (*Reports and Celebrations*)

- A. Recognition: PLSHS Titan Volleyball Champions
- 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. Bills
 - 3. Personnel
 - 4. Board Meeting Minutes Minutes of November 24, 2025
- B. 2025-26 Superintendent Evaluation (General Operations)
- C. Staffing Proposal 2026-27 (Goal #3)

IV. Discussion/Information Items

- A. Voluntary Separation Update (Goal #3)
- B. Executive/Closed Session - Teacher Negotiations

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

December 9, 2025	Liaison Lunch @ PVH w/ Witt @ 11:45 a.m.
December 22-January 2, 2026	No School Students or Staff - Winter Break
January 5, 2026	No School for Students - Staff Development Day
January 12, 2026	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
NOV 2025**

BERINGER CIACCIO DENNELL MABREY INC	\$	100,199.60
BOYD JONES CONSTRUCTION CO	\$	1,584,366.47
D.R. ANDERSON CONSTRUCTORS CO.	\$	159,709.64
EVELYN DEWITT ELECTRICAL, INC	\$	6,341.44
FACILITY ADVOCATES, LLC	\$	2,462.75
GENESIS CONTRACTING GROUP LLC	\$	31,049.64
LAMP RYNEARSON & ASSOCIATES INC	\$	13,500.00
MACKIE CONSTRUCTION	\$	26,279.38
REVOLUTION WRAPS LLC	\$	10,136.70
SAMPSON CONSTRUCTION	\$	1,047,751.60
SCHOOL SPECIALTY, LLC	\$	1,214.99
THIELE GEOTECH INC	\$	1,322.00
TJ CABLE & UNDERGROUND SVCS LLC	\$	4,090.00
VIRCO INC	\$	7,043.08
	\$	2,995,467.29

RETURN TO AGENDA

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

PAYROLL

Net Payroll Expense	\$	6,103,221.44
P/R Taxes	\$	2,105,181.16
Retirement ACH	\$	1,276,944.44
HSA Transfer	\$	40,700.38

Payroll Expenses	\$	9,526,047.42

ACCOUNTS PAYABLE

Vendor Checks	\$	4,024,624.52
Mileage/Reimbursements paid to Staff	\$	11,137.08

Total Accounts Payable Checks	\$	4,035,761.60

TOTAL GENERAL FUND	\$	13,561,809.02
		=====

RETURN TO AGENT

11/3/2025	162297	215.58	CLEAR RECOVERY INC-SARPY CTY
11/4/2025	162108	7684.83	PT INTERMEDIATE HOLDINGS IV LL
11/7/2025	162129	13379.7	ACCESS TECHNOLOGIES INC - IA
11/7/2025	162130	258.81	Bell Kelley Sue
11/7/2025	162131	64.61	Hilderbrand Matthew John
11/7/2025	162132	262.8	Olson Alexandria Lauren
11/7/2025	162133	131.51	Schmuecker Emily Rose
11/7/2025	162179	613.02	Wilson Language Training Corp.
11/7/2025	162173	2087.71	SCHOLASTIC BOOK FAIR-04
11/7/2025	162174	90	STEVEN BECKER
11/7/2025	162175	90	TAYLOR MCCORD
11/7/2025	162176	5500	TAYLOR MUSIC INC
11/7/2025	162177	115.5	TED'S MOWER S & S INC
11/7/2025	162178	50	UNIVERSITY OF NEBRAKSA-LINCOLN
11/7/2025	162165	135	OMAHA PUBLIC SCHOOLS DISTRICT
11/7/2025	162167	1261.13	PAPILLION SANITATION
11/7/2025	162168	540	PICKATIME
11/7/2025	162169	35	PREMIER SPORTS OFFICIAL ASSOCI
11/7/2025	162170	180	RANDY MATTLEY
11/7/2025	162172	790.82	RENZE DISPLAY
11/7/2025	162159	200	NEBRASKA CHAPTER
11/7/2025	162160	25	NEBRASKA CHAPTER OF THE CONSOR
11/7/2025	162161	80	NEBRASKA HOSA_2
11/7/2025	162162	448	NEBRASKA MUSIC EDUCATION ASSOC
11/7/2025	162163	84	OAK HILL BRANDS CORP
11/7/2025	162164	199785.95	OMAHA PUBLIC POWER DISTRICT
11/7/2025	162153	90	LARRY PESEK
11/7/2025	162154	5095.74	LEADING EDGE LAMINATING
11/7/2025	162155	137.5	MATHESON TRI-GAS INC
11/7/2025	162156	121.47	MHC TRUCK LEASING LLC
11/7/2025	162157	569.42	MIDWEST DISTRIBUTING CORP
11/7/2025	162158	600	MOEC - UNO
11/7/2025	162147	2798.56	EMS LINQ INC
11/7/2025	162148	807.76	FASTSIGNS.
11/7/2025	162149	202.5	FIRST WIRELESS INC
11/7/2025	162150	26.28	FLINN SCIENTIFIC INC
11/7/2025	162151	992.94	HATCHER MOBILE SERVICES LLC
11/7/2025	162152	50	LA VISTA MIDDLE SCHOOL
11/7/2025	162141	25839.12	CITY OF PAPILLION - WATER
11/7/2025	162142	74.06	CONSOLIDATED ELEC DISTRIBUTORS
11/7/2025	162143	1152.72	COUGHLAN COMPANIES LLC - 17143
11/7/2025	162144	196.27	DEMCO INC
11/7/2025	162145	3291.92	DIGITAL ASSETS LLC
11/7/2025	162146	180	DONALD C HAND

11/7/2025	162135	11229.22	ALLO HOLDING LLC
11/7/2025	162136	930	ALYSSA MCNURLIN
11/7/2025	162137	90	ANTHONY RANDALL
11/7/2025	162138	159.8	APPLE INC.
11/7/2025	162139	70	BELLEVUE EAST HIGH SCHOOL
11/7/2025	162140	90	BRYCE KERKMAN
11/7/2025	162134	425	AFP CORP.
11/11/2025	162180	106267.47	WOODHOUSE OMAHA FORD
11/14/2025	162196	299	DIGITAL DOT SYSTEMS INCORPORAT
11/14/2025	162197	29.55	ELIZABETH GRAHAM
11/14/2025	162198	723.37	FACTS MANAGEMENT CO
11/14/2025	162199	1837.55	HILLYARD INC
11/14/2025	162200	267.49	J W PEPPER & SON INC
11/14/2025	162201	19.75	JAMES PRCHAL
11/14/2025	90022992	345.55	Linhart Joseph Edward
11/14/2025	90022993	57.16	Roth Jessica Roxanne
11/14/2025	90022994	1210.11	Tobar Henry
11/14/2025	90022995	88.02	Alexander Aisha Naiima
11/14/2025	90022996	6513.81	Kunkle Nancy Louise
11/14/2025	162192	41.18	CINTAS CORPORATION NO. 2
11/14/2025	162193	125.45	COLUMN SOFTWARE PBC
11/14/2025	162194	935.91	COUGHLAN COMPANIES LLC DBA CAP
11/14/2025	162195	850	DELTAMATH SOLUTIONS INC
11/14/2025	90022970	1418.76	Gideon Megan C
11/14/2025	162186	90	BEN O'HARE
11/14/2025	162187	628	BOARD OF REGENTS OF THE UNIV O
11/14/2025	162188	26.95	BRITTNEY LEFLER
11/14/2025	162189	90	BRYAN GONZALEZ
11/14/2025	162190	1200	CATHOLIC CHARITIES OF BELLEVUE
11/14/2025	162191	90	CHAD METZGER
11/14/2025	162181	6954	AMERICA'S LAMINATING COMPANY
11/14/2025	162182	55.8	ANGELIQUE ROSE
11/14/2025	162183	1221.07	APPLE INC.
11/14/2025	162184	90	AUSTIN NELSON
11/14/2025	162185	1837.31	B&H PHOTO & ELECTRONICS CORP
11/14/2025	162124	579.27	Revco Solutions Inc-Sarpy Cty
11/14/2025	162125	1492.41	SEIU LOCAL 226 DUES
11/14/2025	162126	47093.02	TSA CONSULTING GROUP-REMITTANC
11/14/2025	162127	198.34	UNITED WAY OF THE MIDLANDS
11/14/2025	162128	278.83	Velocity Investments LLC
11/14/2025	162118	43.44	MIDLAND FUNDING LLC
11/14/2025	162119	3090	NCSPC-WEB
11/14/2025	162120	125	Nebraska Department of Revenue

11/14/2025	162121	289	PAPILLION LA VISTA COMMUNITY S
11/14/2025	162122	3578.42	PAPILLION-LAVISTA FOUNDATION
11/14/2025	162123	41037.59	PINNACLE BANK
11/14/2025	162112	154.33	ASSURITY LIFE INSURANCE COMPAN
11/14/2025	162113	1022	California State Disbursement
11/14/2025	162114	703.63	COBALT CREDIT UNION-SARPY COUN
11/14/2025	162115	379.42	CREDIT BUREAU-SARPY CTY
11/14/2025	162116	213	CREDIT MANAGEMENT SERVICES-SAR
11/14/2025	162117	1048.73	MASTER BLASTER INC
11/14/2025	162109	520.07	ACCREDITED COLLECTION SERV-SAR
11/14/2025	162110	551.19	ACCREDITED COLLECTION SERVICE
11/14/2025	162111	631.82	AFLAC
11/14/2025	162232	24	PAPILLION LA VISTA COMMUNITY S
11/14/2025	162233	28058.83	PINNACLE BANK - VISA
11/14/2025	162234	300.06	Drewes-Hynek Patricia Anne
11/14/2025	162235	13.5	Hoesing Stephanie
11/14/2025	162236	630.09	Kalkowski Gretchen A
11/14/2025	162237	9918.3	AMAZON CAPITAL SERVICES
11/14/2025	162226	27.84	STEVEN KNOWLES LAMBERT
11/14/2025	162227	132.08	SURBURBAN NEWSPAPERS
11/14/2025	162228	90	SYLVESTER M ARMSTEAD JR
11/14/2025	162229	47.69	UNITED PARCEL SERVICE INC.
11/14/2025	162230	200	VALIDATE ME!
11/14/2025	162231	16642.19	WOODRIVER ENERGY LLC
11/14/2025	162220	39.2	ROBIN STRIFE
11/14/2025	162221	162	RON KROENKE
11/14/2025	162222	20	SCHOOL SOCIAL WORK ASSOC. OF N
11/14/2025	162223	195	SHAFFER COMMUNICATIONS INC
11/14/2025	162224	8.9	STEPHANIE MARTINEZ
11/14/2025	162225	90	Sterling Sindelar
11/14/2025	162214	84	OAK HILL BRANDS CORP
11/14/2025	162215	113.04	ONE CALL CONCEPTS INC
11/14/2025	162216	285.79	PAPILLION LA VISTA HIGH SCHOOL
11/14/2025	162217	13000.26	PAPILLION SANITATION
11/14/2025	162218	110	PICKATIME
11/14/2025	162219	53.95	RICHARD VELA
11/14/2025	162208	3084.56	LOWES HOME CENTERS INCORPORATE
11/14/2025	162209	3.5	MAURICIO HERNANDEZ
11/14/2025	162210	27957.23	MCGRAW-HILL EDUCATION INC
11/14/2025	162211	3798.2	METROPOLITAN UTILITIES DISTRIC
11/14/2025	162212	14.45	NATHAN HUSS
11/14/2025	162213	149	NE COUNCIL OF SCHOOL ADMINISTR
11/14/2025	162202	90	JASON HARTUNG

11/14/2025	162203	6.25	JAVIER SAENZ
11/14/2025	162204	520.85	JOHNSON HARDWARE COMPANY LLC
11/14/2025	162205	139.95	KEARNEY HOSPITALITY INC
11/14/2025	162206	41.45	KRISTINA KARNISH
11/14/2025	162207	180	KURT MCCLANNAN
11/17/2025	162240	33824.59	MADISON NATIONAL LIFE
11/17/2025	162238	13264.4	AMERITAS LIFE INSURANCE CORP
11/17/2025	162239	1906911.19	BLUE CROSS BLUE SHIELD OF NE
11/19/2025	162246	102	CRCC
11/19/2025	162247	1212.74	FAMILY CONNECTIONS INC
11/19/2025	162248	112.82	PAPILLION LA VISTA HIGH SCHOOL
11/19/2025	162241	47663.02	ACCESS TECHNOLOGIES INC - IA
11/19/2025	162242	29.81	Thompson Michelle
11/19/2025	162243	2433.8	PINNACLE BANK - VISA
11/19/2025	162244	818.17	SAM'S CLUB MC/SYNCB
11/19/2025	162245	7770	Bureau of Education & Research
11/21/2025	162293	1615.2	UNITED RENTALS (NORTH AMERICA)
11/21/2025	162294	206.91	US OMNI & TSACG COMPLIANCE SVC
11/21/2025	162295	9650.24	VPU FAYETTEVILLE LLC
11/21/2025	162287	179.94	S & S SALES CORPORATION
11/21/2025	162288	813.24	SARPY COUNTY JUVENILE
11/21/2025	162289	90	STEVEN BECKER
11/21/2025	162290	90	TAYLOR MCCORD
11/21/2025	162291	895.15	THE PROPHET CORPORATION
11/21/2025	162292	68.2	UNITED PARCEL SERVICE INC.
11/21/2025	162281	5755.3	ONE SOURCE THE BACKGROUND CHEC
11/21/2025	162282	345.15	PAPILLION LA VISTA COMMUNITY S
11/21/2025	162283	3310	PITNEY BOWES BANK INC
11/21/2025	162284	19092.53	POWERSCHOOL HOLDINGS LLC
11/21/2025	162285	529.12	QDOBA RESTAURANT CORPORATION
11/21/2025	162286	90	RANDY MATTLEY
11/21/2025	162275	90	NATHAN RODRIGUEZ
11/21/2025	162276	4200	NEBRASKA HUSKER OIL UNDERCOATI
11/21/2025	162277	2990	NEBRASKA METHODISTHEALTH SYSTE
11/21/2025	162278	40	NEBRASKA SAFETY CENTER
11/21/2025	162279	25	NEBRASKA STAFF DEVELOPMENT COU
11/21/2025	162280	792	OCCUPATIONAL HEALTH CENTERS OF
11/21/2025	162269	2390	MECHANICAL INC
11/21/2025	162270	2575	METRO LANDSCAPE MATERIALS
11/21/2025	162271	5912.15	METROPOLITAN UTILITIES DISTRIC
11/21/2025	162272	175	MICHAEL COGHLAN
11/21/2025	162273	90	MICHAEL GARMAN
11/21/2025	162274	90	NATHAN HALL JR

11/21/2025	162263	178.16	GRAINGER
11/21/2025	162264	26.4	JOHNSON HARDWARE COMPANY LLC
11/21/2025	162265	185.78	KULLY SUPPLY INC
11/21/2025	162266	135	LATITUDE SIGNAGE + DESIGN
11/21/2025	162267	122	LAWLORS CUSTOM SPORTSWEAR INC.
11/21/2025	162268	292	LS VENTURES
11/21/2025	162257	635	DATA POWER TECHNOLOGY LLC
11/21/2025	162258	160	DIGITAL ASSETS LLC
11/21/2025	162259	90	DOUGLAS J HENELY
11/21/2025	162260	1170	ELECTRONIC CONTRACTING COMPANY
11/21/2025	162261	105	FASTSIGNS.
11/21/2025	162262	69.05	FIRESRING PRINT INC
11/21/2025	162251	1250	APRINTIS
11/21/2025	162252	90	AUSTIN COUFAL
11/21/2025	162253	90	BEN O'HARE
11/21/2025	162254	90.59	BRIAN STEVENS
11/21/2025	162255	90	CHAD METZGER
11/21/2025	162256	100.86	CINTAS CORPORATION NO. 2
11/21/2025	162250	119	APPLE INC.
11/21/2025	162249	668.75	AFP CORP.
11/24/2025	162296	59.45	PAPILLION LA VISTA COMMUNITY S
11/25/2025	162372	328.75	SAM'S CLUB / SYNCHRONY BANK
11/26/2025	162519	18927.37	US FOODS INC
11/26/2025	162513	6353.1	NEBRASKA STAR BEEF CO LLC
11/26/2025	162514	130118.99	PERFORMANCE FOOD GROUP INC
11/26/2025	162515	19731.5	PLATTE COUNTY PIZZA HUT INC
11/26/2025	162516	7253.85	ROTELLAS ITALIAN BAKERY INC
11/26/2025	162517	47880	THOMPSON SOLUTIONS GROUP
11/26/2025	162518	4063	TRIMARK HOCKENBERGS
11/26/2025	162504	469.85	DENVER ILM LLC HOODMASTERS
11/26/2025	162505	6621.72	ECOLAB
11/26/2025	162506	4821.57	EGAN SUPPLY COMPANY
11/26/2025	162510	43942.68	HILAND DAIRY FOODS COMPANY LLC
11/26/2025	162511	388	ITW FOOD EQUIPMENT GROUP LLC
11/26/2025	162512	217.63	LINEAGE LOGISTICS HOLDINGS LLC
11/26/2025	162498	2828.16	WEST OMAHA WINSUPPLY CO.
11/26/2025	162499	176.46	WESTLAKE HARDWARE INC
11/26/2025	162500	241.91	WOLSELEY INVESTMENTS INC
11/26/2025	162501	22035	ZW ACQUISTION COMPANY INC
11/26/2025	162502	132.23	Sauer Julee Renee
11/26/2025	162503	12798.35	CHESTERMAN COMPANY
11/26/2025	162492	226.57	ULINE INC
11/26/2025	162493	441.6	UNITED RENTALS (NORTH AMERICA)

11/26/2025	162494	40642.22	UNIVERSITY OF NEBRASKA MEDICAL
11/26/2025	162495	763.2	VARSITY BRANDS HOLDING CO. INC
11/26/2025	162496	2306.2	VIRCO INC
11/26/2025	162497	483	VOSS LIGHTING
11/26/2025	162486	273.49	T HALL ABC INC DBA INTERSTATE
11/26/2025	162487	16800	TEACHING STRATEGIES LLC
11/26/2025	162488	11711	THOMAS DALY
11/26/2025	162489	272.28	TRANE U.S. INC
11/26/2025	162490	78.72	TY'S OUTDOOR POWER & SERVICE I
11/26/2025	162491	4004.73	TYLER TECHNOLOGIES INC
11/26/2025	162480	674.55	SOLID WASTE EQUIPMENT CO. INC.
11/26/2025	162481	866.01	SPECIFIED DESIGN CONSULTANTS I
11/26/2025	162482	14326	SPORTS FACILITY MAINTENANCE LL
11/26/2025	162483	1947.17	STERICYCLE INC
11/26/2025	162484	397.6	STERLING COMPUTERS CORPORATION
11/26/2025	162485	5857	SUN VALLEY LANDSCAPING
11/26/2025	162475	28290	ROSSER LAWN CARE INC
11/26/2025	162476	657.91	RYDER TRUCK RENTAL
11/26/2025	162477	928.98	SCHOOL SPECIALTY LLC
11/26/2025	162509	25781.83	GREENBERG FRUIT COMPANY
11/26/2025	162478	250.47	SHERWIN WILLIAMS
11/26/2025	162479	2378.09	SITEONE LANDSCAPE SUPPLY HOLDI
11/26/2025	162469	160	PIONEER UNDERGROUND LAWN SPRIN
11/26/2025	162470	39776.83	POWERSCHOOL HOLDINGS LLC
11/26/2025	162471	2100.15	RAINBOW GLASS AND SUPPLY INC
11/26/2025	162472	59.5	READY TO KOOL
11/26/2025	162473	11255.31	REMEDY ROAD LLC
11/26/2025	162474	9937.5	ROSE NAUMANN
11/26/2025	162463	18221.69	NEBRASKA IOWA SUPPLY COMPANY
11/26/2025	162464	317.84	O'REILLY AUTOMOTIVE STORES INC
11/26/2025	162465	4349.95	OFFICE DEPOT INC
11/26/2025	162466	372.15	OMAHA SLINGS
11/26/2025	162467	3284.44	PAPILLION LA VISTA COMMUNITY S
11/26/2025	162468	308.09	PAUL A SCHMITT MUSIC COMPANY
11/26/2025	162457	1624.67	MECHANICAL SALES PARTS INC
11/26/2025	162458	2136.86	MECHANICAL INC
11/26/2025	162459	509.37	MENARD INC
11/26/2025	162460	1368.93	MENARDS - RALSTON
11/26/2025	162461	1097.86	MT LIBRARY SERVICES
11/26/2025	162462	40.28	NEBRASKA IOWA INDUSTRIAL FASTE
11/26/2025	162451	346.92	LANGUAGE LINE SERVICES INC
11/26/2025	162452	7437.96	MARTHA L PINTO
11/26/2025	162453	146.03	MATHESON TRI-GAS INC

11/26/2025	162454	401.44	MAX ABILITY THERAPY SERVICES
11/26/2025	162455	16144.9	MAXIM HEALTHCARE SERVICES HOLD
11/26/2025	162456	11241.73	MECHANICAL SALES INC
11/26/2025	162446	371.12	JESSIE JAMES
11/26/2025	162447	103.6	JOHNSON HARDWARE COMPANY LLC
11/26/2025	162508	3529.69	GREATER OMAHA REFRIGERATION
11/26/2025	162448	1367.24	KBC INC.
11/26/2025	162449	2415	KIDWELL INC
11/26/2025	162450	69.99	LAKESHORE LEARNING MATERIALS
11/26/2025	162440	2599.1	HONEYMAN RENT INC
11/26/2025	162441	44.68	IDN H HOFFMAN INC
11/26/2025	162442	144.89	INTERMOUNTAIN LOCK AND SECURIT
11/26/2025	162443	275.4	INTERSTATE INDUSTRIAL SERVICE
11/26/2025	162444	29.99	J W PEPPER & SON INC
11/26/2025	162445	8220	J&R DOOR
11/26/2025	162434	2025	GOODWILL INDUSTRIES INC.
11/26/2025	162435	477.5	HAMEVE ENTERPRISES INC
11/26/2025	162436	1435.88	HATCHER MOBILE SERVICES LLC
11/26/2025	162437	6241	HD SUPPLY FACILITIES MAINTENAN
11/26/2025	162438	25850	HEARTLAND FOUNDATION
11/26/2025	162439	17761.6	HILLYARD INC
11/26/2025	162428	1943.95	ELECTRONIC SOUND INC
11/26/2025	162429	31165.27	EPS OPERATIONS LLC
11/26/2025	162430	831.73	EYMAN PLUMBING
11/26/2025	162431	2520	FATHER FLANAGAN BOYS HOME INC
11/26/2025	162432	14896.31	FILTER SHOP
11/26/2025	162433	206398.29	FIRST STUDENT
11/26/2025	162422	7416.04	DIETZE MUSIC INC
11/26/2025	162423	640	DIGITAL ASSETS LLC
11/26/2025	162424	2788.16	EDMENTUM INC
11/26/2025	162425	97619.38	EDUCATIONAL SERVICE UNIT #3
11/26/2025	162426	12346	Educational Service Unit 16
11/26/2025	162427	36847.45	EGAN SUPPLY COMPANY
11/26/2025	162507	14723.1	EMS LINQ INC
11/26/2025	162417	32194.74	D&M ROSS LLC PAPILLION AUTO SE
11/26/2025	162418	846.41	D.M.G INC.
11/26/2025	162419	7284.5	DAIKIN APPLIED AMERICAS INC
11/26/2025	162420	2900	DATA POWER TECHNOLOGY LLC
11/26/2025	162421	220.8	DEMCO INC
11/26/2025	162411	25950	CAMELOT TRANSPORTATION INC
11/26/2025	162412	589.32	CENTRAL SALES INCORPORATED
11/26/2025	162413	168.59	CHESTERMAN COMPANY
11/26/2025	162414	2027	CONEL INC

11/26/2025	162415	237.19	CONSOLIDATED ELEC DISTRIBUTORS
11/26/2025	162416	464.12	CONTROL DEPOT INC
11/26/2025	162405	160	VENTRIS LEARNING LLC
11/26/2025	162406	87966.97	360 COMMUNITY SERVICES
11/26/2025	162407	1379.25	ABANTE LLC
11/26/2025	162408	1992.9	B G PETERSON COMPANY
11/26/2025	162409	3057.23	B&H PHOTO & ELECTRONICS CORP
11/26/2025	162410	3535.08	BARTON SOLVENTS INCORPORATED
11/26/2025	162399	420	SKILLSUSA NEBRASKA
11/26/2025	162400	90	Sterling Sindelar
11/26/2025	162401	90	STONE SINDELAR
11/26/2025	162402	90	TAYLOR MCCORD
11/26/2025	162403	180	TERENCE C ANZALDO
11/26/2025	162404	960.3	ULINE INC
11/26/2025	162393	90	NOAH WING
11/26/2025	162394	98.89	POPPLERS MUSIC INC
11/26/2025	162395	180	RANDY MATTLEY
11/26/2025	162396	90	RYAN OWENS
11/26/2025	162397	90	RYAN WOLF
11/26/2025	162398	1150	SCENARIO LEARNING LLC
11/26/2025	162387	180	KURT MCCLANNAN
11/26/2025	162388	191.99	LEE BHM CORP
11/26/2025	162389	90	MARCUS MARINKOVICH
11/26/2025	162390	120	MICHAEL GARMAN
11/26/2025	162391	120	NATHAN RODRIGUEZ
11/26/2025	162392	814	NE COUNCIL OF SCHOOL ADMINISTR
11/26/2025	162386	480	J&R DOOR
11/26/2025	162380	302.4	CURRICULUM ASSOCIATES
11/26/2025	162381	90	DAVE WALTON
11/26/2025	162382	180	DOUGLAS J HENELY
11/26/2025	162383	90	DYLAN PICHE
11/26/2025	162384	1609.95	EJ SIGN COMPANY INC
11/26/2025	162385	1250.46	FLINN SCIENTIFIC INC
11/26/2025	162374	425	AFP CORP.
11/26/2025	162375	1112.8	ART FX SCREEN PRINTING/EMBROID
11/26/2025	162376	90	BEN O'HARE
11/26/2025	162377	180	BRYCE KERKMAN
11/26/2025	162378	90	CHAD METZGER
11/26/2025	162379	2186.25	COMMUNITY PRODUCTS LLC
11/26/2025	162373	1217.99	AMAZON CAPITAL SERVICES

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
FINANCIAL STATEMENT
11/30/25 ADJUSTED**

BEGINNING G/L BALANCE AS OF 11/1/2025		22,006,597.97
REVENUE:		
State Aid		0.00
Property Taxes Sarpy		823,377.96
Douglas Taxes		78.84
Special Ed		0.00
Grant Revenue		212,975.00
MIPS/MAPS		40,743.26
Interest Earned on Bank Accounts		43,847.16
School Lunch Program Receipts		747,621.22
Tuition Express (preschool tuition)		10,985.57
Misc. Items		30,025.79
	TOTAL REVENUE	\$1,909,654.80
DISBURSEMENTS:		
Payroll		6,103,221.44
Payroll Taxes		2,105,181.16
Vendor Payments/Mileage Reimb. General Fund		4,035,761.60
Payflex Fees		835.20
Health Savings Acct.		40,700.38
Retirement ACH		1,276,944.44
	TOTAL DISBURSEMENTS	13,562,644.22
ENDING BALANCE AS OF 11/30/25		10,353,608.55

Treasurer

RETURN TO AGENDA

PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27
BOND FUND FINANCIAL STATEMENT
11/30/25

BOND FUND #3

Balance 11/1/2025 \$ 7,537.64

REVENUE:

Sarpy County Property Tax	0.00	
Interest	23.06	
Deposit	0.00	
Internal Transfer		
TOTAL REVENUE	\$	23.06

DISBURSEMENTS:

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

ENDING BALANCE THRU 11/30/2025 \$ 7,560.70

BOND FUND #4

Balance 11/1/2025 \$5,820,651.26

REVENUE:

Sarpy County Property Tax	2,678.56	
Interest	15,989.01	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE	\$	18,667.57

DISBURSEMENTS:

Principal/ Interest Payments	3,557,437.50	
Internal Transfer	0.00	
Fee	0.00	
TOTAL DISBURSEMENTS		\$3,557,437.50

ENDING BALANCE THRU 11/30/2025 \$ 2,281,881.33

BOND FUND #5

Balance 11/1/2025 \$5,714,245.47

REVENUE:

Sarpy County Property Tax	2,772.53	
Interest	15,790.52	
Internal Transfer	0.00	
Deposit	0.00	
TOTAL REVENUE	\$	18,563.05

DISBURSEMENTS:

Principal/ Interest Payments	3,309,651.35	
Internal Transfer	0.00	

TOTAL DISBURSEMENTS \$3,309,651.35

ENDING BALANCE THRU 11/30/2025 \$2,423,157.17

BOND FUND #6

Balance 11/1/2025 \$7,583,814.19

REVENUE:

Sarpy County Property Tax	4,422.03	
Interest	20,797.32	
Internal Transfer from bond 7	0.00	
Deposit	0.00	
TOTAL REVENUE		\$ 25,219.35

DISBURSEMENTS:

Principal/ Interest Payments	4,706,571.89	
Internal Transfer	0.00	
TOTAL DISBURSEMENTS		\$4,706,571.89

ENDING BALANCE THRU 11/30/2025 \$2,902,461.65

BOND FUND #7

Balance 11/1/2025 \$4,827,031.27

REVENUE:

Sarpy County Property Tax	4,635.64	
Interest	12,687.30	
Internal Transfer		
Deposit	0.00	
TOTAL REVENUE		\$ 17,322.94

DISBURSEMENTS:

Principal/ Interest Payments	4,076,282.63	
Internal Transfer to Bond 6	0.00	
TOTAL DISBURSEMENTS		\$4,076,282.63

ENDING BALANCE THRU 11/30/2025 \$768,071.58

RETURN TO AGENDA

Treasurer

**PAPILLION-LA VISTA DISTRICT #27
BUILDING FUND FINANCIAL STATEMENT
Nov-25**

BUILDING FUND

Beginning Balance 11/01/2025 2,002,397.44

Receipts:

Tax Revenue - Sarpy County/LC	0.03
Interest	3,075.11
Internal Transfer from NLAF	600,000.00
Misc. Deposits - NDE Deposit	0.00
	603,075.14

Disbursements:

A/P Checks	497,326.29
Internal Transfer to Five Points	600,000.00
	1,097,326.29

Ending Balance 11-30-25 Per G/L 1,508,146.29

CONSTRUCTION FUND

Beginning Balance 11/01/2025 48,734,529.27

Receipts:

Tax Revenue - Sarpy County/LC	0.00
Interest	96,764.23
Bond Refunding/Misc. Receipts	0.00
Internal Transfer to Five Points	4,000,000.00
	4,096,764.23

Disbursements:

A/P Checks	5,635,329.04
Internal Transfers To Gen Fund	0.00
Investing Fees	0.00
Transfer to Five Points	4,000,000.00
	9,635,329.04

Ending Balance 11-30-25 Per G/L 43,195,964.46

Treasurer

RETURN TO AGENDA

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27
PERSONNEL ACTIONS
BOARD OF EDUCATION
December 8, 2025**

Resignations - following 2025-26 school year

Brian Gesink	Principal	Bell Elementary
Jan DeWaard	School Psychologist	Hickory Hill Elementary
*Clinton Hoelscher	English	Papillion La Vista High School
*Michelle Mathison	Special Education	Papillion La Vista High School
*Linda Poole	6th Grade	Prairie Queen Elementary
*Daniel Moore	Mathematics	Papillion La Vista High School
*Cindy Obermier	Business	La Vista Middle
*Angela Nelson	Special Education	La Vista Middle
*Tyson Smith	SCEP Teacher	Central Office (Sarpy County JJC)
*Ronda Oaks	1st Grade	Hickory Hill Elementary
*Jacqueline Torczon	6th Grade	Golden Hills Elementary
*Joel Hueser	Physical Education	Papillion La Vista South High School

Leave of Absences - 2026-27

Dana Osman	6th Grade	Ashbury Elementary
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New Contracts - 2026-27

Lindsay Langford	SLP	Papillion La Vista High School
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Lindsay will receive her Masters Degree from the University of Nebraska Lincoln in December 2025. She is currently completing her student teaching at Papillion Middle School. Lindsay is a PLCS graduate.

*Early Retirement Incentive

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
November 24, 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, November 24, 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*, November 19, 2025. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

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

Roll Call was taken. Board members present at the meeting were: Ms. Lisa Wood, Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler and Ms. SuAnn Witt. A motion was made by Ms. Wood and seconded by Mr. Bailey to approve the absence of Mr. Brian Lodes from the November 24, 2025 board meeting. Roll call vote was taken. Ayes: Bailey, Butler, Madler, Witt and Wood. Nays: None. Motion carried.

Military Advisory

Colonel Chad Backes shared the monthly Offutt Air Force Base updates. The Colonel provided an update on the longest government shutdown in history and how it impacted the base. The Colonel asked military families to submit the Impact Aid forms. The Colonel asked that the school district work with the Offutt School Liaison officers to help families understand the importance of the Impact Aid forms.

On December 4 Offutt will host the annual Christmas Tree Lighting ceremony at the Youth Center in Bellevue.

Presentation

Assistant Principals Trent Lyons (PMS), Spencer Choquette (LMS), and Allyson Judson (LVMS) presented on the purpose and processes used to support students transitioning in and out of middle school. They shared the various communication tools they use to reach both students and parents. The assistant principals discussed how the registration process helps transition students in and out of the building. They discussed the meetings that take place between the buildings to help ensure the student has a smooth transition. Many events occur to help families and students with the transition such as 6th grade parent night, early check-in, new student 'pizza party', and by hosting optional summer orientation workshops.

Communication

No Public testifiers testified.

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 wished families and staff a Happy Thanksgiving.

Wednesday, November 26th is the PD (Personal Development) day for staff to complete their professional development classes.

Dr. Rikli mentioned the PLSHS Titan Championship football game on Tuesday.

Dr. Rikli attended the NASB State Education Conference last week, as well as Commissioner Maher's Superintendent Advisory Board.

Dr. Rikli mentioned that he participates on the NJUMP board of directors, which reviews the price of natural gas for schools.

Dr. Rikli attended the Lincoln View Family Celebration and thanked Monica Thompson for coordinating this event. The Lincoln View mascot will be the Leopards.

Dr. Rikli shared a story about a special request he and Mr. Jason Ryan facilitated. Dr. Rikli thanked Mr. Ryan for his leadership in helping with this request.

Board Reports

Mr. Madler attended a liaison lunch at Papillion La Vista High School. Mr. Madler attended the NASB Legislative Committee meeting. Mr. Madler attended the NASB State Education Conference.

Ms. Wood attended the Lincoln View Family Celebration. Ms. Wood attended the PLSHS Titan Football game. Ms. Wood attended the NASB State Education Conference.

Mr. Bailey attended the PLCS Foundation Meeting, where Eliza Butler was voted in as Skip's replacement.

Ms. Witt attended the PLHS Band Concert. Ms. Witt attended the NASB State Education Conference.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported the committee had not met.
- HR & Student Services Committee: Ms. Wood reported the committee had met. Agenda items discussed were staffing proposals and negotiations.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee had met. Agenda items discussed were the action teams for Strategic Plan, surveys and their alignment with the Strategic Plan, a literacy plan update, Rule 10 audit, PE/Health toolboxes, and the upcoming PD Palooza.

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 Board Meeting of November 10, 2025, items as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Butler, Madler, Witt, Wood and Bailey. Nays: None. The motion carried.

A motion was made by Ms. Wood and seconded by Mr. Bailey to approve the 2026-27 school calendar as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Witt, Wood, Bailey and Butler. Nays: None. The motion carried.

Discussion/Information Items

The Board of Education, as a committee of the whole, annually reviews the Superintendent's performance. In accordance with Board Policy and Procedures the resulting performance evaluation shall be a consensus of the Board and shall be documented using the evaluation instruments approved by the Nebraska Department of Education. Input from all Board Members was collected using an online survey. The calendar for completion of the Superintendent's Evaluation is as follows: November -Gather data from Board Members and the Board will reach consensus regarding the Superintendent's performance and will review results with the Superintendent.

The Board will formally acknowledge the completion of the Superintendent's performance evaluation at the December 8, 2025, meeting of the Board.

Mr. Madler asked questions regarding the surveys given to families and staff, the data from the surveys and how the historical data is used. Dr. Christopher Villarreal approached the podium to clarify and answer the questions asked.

Mr. Greg Stieren from BCDM Architects presented renovation plans for the Patriot and Walnut Creek 2023 Bond Projects. This presentation included Patriot and Walnut Creek receiving ADA updates, new secure entrances, finishing kitchens, playground updates and minor interior updates. The projects will begin construction in the Spring of 2026. The Guaranteed Maximum Price (GMP) will be presented at a future board meeting.

Dr. Kati Settles, Assistant Superintendent of Human Resources, provided a report on the proposed staffing needs for the 2026-2027 school year. The recommendation from the Administration included increases to the certified staff full time equivalencies (FTEs), with the opening of Lincoln View Elementary. Summary of staff adds = 3.0 Elementary Classroom Teachers, 1.0 Instructional Coach (LNV), 1.0 Counselor (LNV), 1.0 Principal (LNV), 2.15 Specials (LNV), 2.0 Special Education, 0.5 Teacher of the Deaf. Potential Growth FTEs if needed = 2.0 Special Education and 5.0 General Education.

Ms. SuAnn Witt and Ms. Elizabeth Butler provided an update on the review of Policy 8000's. Recommendations for the Board's consideration will be shared for discussion and any changes would be acted on at the December 8, 2025 board meeting.

Board President Witt reviewed the future board calendar.

A motion was made by Ms. Wood and seconded by Mr. Madler to enter into a closed session to protect the public interest as the Board discussed employee negotiations. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Witt, Wood, Bailey and Butler. Nays: None. The motion carried.

Board President Witt recessed the meeting at 7:37p.m. to enter into the Executive/Closed Session.

Executive/Closed session ended at 8:28p.m.

Board President Witt adjourned the meeting at 8:28p.m.

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

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

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

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of its meeting of December 8, 2025, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

SECTION 1. Term of Contract. The Superintendent shall be employed for a term beginning on July 1, 2025 and expiring on June 30, 2029. References to “contract year” shall mean the period from July 1 through June 30.

SECTION 2. Salary and Performance Payment. The Superintendent’s salary for the 2025-26 contract year shall be \$273,947.31 which shall be paid in equal installments in accordance with the Board’s policy governing payment of other professional staff employees. The salary for the 2026-27, 2027-28, and 2028-29 contract years shall be set by mutual agreement of the Superintendent and the Board; but shall not be less than the annual salary for the immediately preceding contract year. During the term of this Contract, the Board shall not reduce the Superintendent's salary but may increase it, as an amendment hereto, without such increase constituting a new contract or extending the length of this Contract. For the 2025-26 contract year and any subsequent period, the Board may, in its discretion, pay the Superintendent a performance payment for the completion of goals established collaboratively by the Superintendent and the Board.

SECTION 3. Contract Extension. Effective July 1, 2026, this Contract shall automatically be extended for one additional year beyond the initial term unless the Board gives the Superintendent written notice by that date that it will consider not renewing the Contract. Such notice must be given pursuant to official board action. The Board may take official action to extend the term of this contract at any regular or special meeting at which such extension is an agenda item.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Approval of the 2025-26 Superintendent's Contract is on the Papillion La Vista School Board Agenda for the December 8, 2025 meeting beginning at 6:00 p.m. at Papillion La Vista Community Schools Central Office in Papillion, Nebraska.

Years on Contract:

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

Budget Impact Statement:

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

Salary: \$273,947.31

*Cell phone stipend: \$1,080

Transportation Allowance: \$7,500

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

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

Total salary and benefits package: \$341,528.86

***Travel allowance/reimbursement: \$6,000

***Association/Membership dues: \$4,000

Total Proposed Budget: \$352,608.85

*Included in Salary

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

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

Future Expenses if Superintendent were to Leave:

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

Subject: Certified Staffing Needs for 2026-27 School Year

Meeting Date: December 8, 2025

Prior Meeting Discussion Date: November 24, 2025, Board of Education Meeting
November 16, 2025, HR/SS Subcommittee Meeting

Department: Human Resources

Action Desired: Approval X Discussion _____ Information Only _____

Background:

The proposed staffing changes for 2026-27 are as follows:

Certified Staff:

Elementary Classroom Teachers	3.0 FTE
Instructional Coach (LNV)	1.0 FTE
Counselor (LNV)	1.0
Principal (LNV)	1.0
Elementary Specials Teachers	2.15
Secondary Special Education Teachers	2.0
Teacher of the Deaf	0.5
Total:	10.65

Growth (if needed):

7.00 FTEs (General Education 5.0 and Special Education 2.0)

Recommendation: Motion to approve the 2026-27 additions as proposed including 8.15 General Education staff and 2.5 Special Services Staff for a total of 10.65 FTE, with an additional 7.0 FTEs allocated if needed for growth.

Responsible Person: Dr. Kati Settles

Superintendent’s Approval _____
Andrew J. Rhee
Signature

RETURN TO AGENDA

Subject: Voluntary Separation update

Meeting Date: December 8, 2025

Prior Meeting Discussion Date: Board Meetings September 8, 2025 & October 13, 2025

Department: Human Resources

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

Information regarding the Voluntary Separation program will be provided to the Board.

Recommendation: none

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

