

Agenda for the Board of Education Meeting
January 12, 2026, 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. Student Council: PLSHS
- B. Reports
 - 1. Superintendent's Report
 - 2. Board Member Reports
- C. 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*)

Annual Business

A. Election of Officers

B. Action by Consent

- 1. Authorize Vice-President to sign in absence of President, Secretary or Treasurer
- 2. Authorize Superintendent to sign for all Monies, Title Funds, Federal, State and Counties Monies and Bank Business
- 3. Authorize use of Facsimile Stamp
- 4. Designate Depositories (American National Bank, Pinnacle Bank, Bank of Nebraska, Bank of the West, PFM Asset Management LLC (NSDLF+), U.S. Bank, First National Bank, Cobalt Federal Credit Union, and Five Points Bank)
- 5. Designate *Sarpy Times* or other papers of general circulation as official newspaper for notification of meetings. Additional posting locations if needed: Sarpy County Court House, both High Schools, Papillion Public Library, La Vista Public Library, and District website.

C. 2026 Board Meeting Dates:

January 12 & 26	May 11 & **25	September 14 & 28
February 9 & 23	June 8 & 22 (29)	October 12 & 26
March 9 & 23 (30)	July 13 & 27	November 9 & 23 (30)
April 13 & 27	August 10 & 24 (31)	December 14 & **28

() 5th Monday of the month=potential meeting

** Generally, a meeting isn't held due to the Holiday week

D. Subcommittee Assignments (Discussion/Information)

Monthly Business

A. Action by Consent

A. Approval of Meeting Agenda

B. Bills

C. Out-of-State Travel

D. Personnel

E. Board Meeting Minutes of December 8, 2025

B. Political Representation Contract (General Operations)

C. Patriot Renovations Guaranteed Maximum Price (General Operations)

D. Walnut Renovations Guaranteed Maximum Price (General Operations)

E. Student Technology Purchase (General Operations)

IV. Discussion/Information Items

- A. Human Resources and Student Demographic Report (Goal # 3)
- B. Teacher Contract Agreement (Goal # 3)
- C. Springfield Platteview Interlocal Boundary Agreement (General Operations)

V. Public Comment for Items Not on the Agenda*

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

VI. Future Board Calendar

January 13, 2026	Liaison Lunch @ Walnut Creek w/ Wood @ 11:45 a.m.
January 15, 2026	Liaison Breakfast @ Carriage Hill w/ Bailey @ 7:40 a.m.
January 19, 2026	No School - Staff Development Day
January 20, 2026	Liaison Lunch @ G. Stanley Hall w/Witt @ 11:40 a.m.
January 25-26, 2026	NASB Legislative Issues Conference in Lincoln
January 22, 2026	Board of Education Meeting @ 6:00 p.m. - 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>

Subject: Annual Business - Subcommittee Assignments

Meeting Date: January 12, 2026

Prior Meeting Discussion Date:

Department: Administration

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

Background:

Each January board members are given the opportunity to select the Board Subcommittee and local/state organizations they wish to serve on for the new year. Board Subcommittees consist of three board members as well as a Central Office Administrator. A committee chairperson is selected from one of the three board members. The Board Subcommittees are:

- Buildings & Grounds & Finance
- Human Resources & Student Services
- Curriculum & Americanism

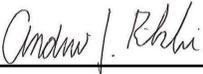
The Board also has representation on a number of local/state organizations. Those organizations are:

- Nebraska Association of School Boards (NASB) Legislation Representative
- Metro Area Boards of Education (MABE) Representative
- Greater Nebraska Schools Association (GNSA) Legislature Representatives
- Papillion-La Vista Schools Foundation Representatives
- TeamMates Board
- District Student Wellness Representative
- District Safety Representative

Recommendation:

Board members should inform the new board president of the committees they want to serve on.

Responsible Person: Dr. Andy Rikli

Superintendent's Approval _____  _____
Signature

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

ALL MAKES OFFICE EQUIPMENT	\$	664.24
AMAZON CAPITAL SERVICES	\$	1,828.59
B&H PHOTO & ELECTRONICS	\$	1,585.50
BERINGER CIACCIO DENNELL MABREY INC	\$	79,819.77
BOYD JONES CONSTRUCTION CO	\$	922,573.62
DOSTALS CONSTRUCTION COMPANY, INC	\$	87,705.00
EVELYN DEWITT ELECTRICAL, INC	\$	3,864.00
FS.COM	\$	370.00
GENESIS CONTRACTING GROUP LLC	\$	30,330.00
K.C PETERSON CONSTRUCTION	\$	51,750.00
LAMP RYNEARSON & ASSOCIATES INC	\$	6,000.00
NEBRASKA FURNITURE MART	\$	13,988.57
PALADIN TECHNOLOGIES	\$	21,275.34
SAMPSON CONSTRUCTION	\$	46,621.03
SOL LEWIS ENGINEERING CO	\$	10,817.54
SOUTH POLE NETWORKS	\$	15,035.00
TJ CABLE & UNDERGROUND SVCS LLC	\$	4,230.00
	\$	1,298,458.20

RETURN TO AGENDA

Check Number	Date	Payee	Amount
162907	12/30/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$1,538.41
162906	12/22/2025	AMAZON CAPITAL SERVICES	\$21,754.66
162905	12/22/2025	WEEDER'S INC	\$82.00
162904	12/22/2025	US FOODS, INC	\$17,324.60
162903	12/22/2025	THE WALDINGER CORPORATION	\$1,552.37
162902	12/22/2025	STATE OF NEBRASKA DEPT. OF HEALTH	\$5,388.40
162901	12/22/2025	SAMIR AMIN	\$77.10
162900	12/22/2025	ROTELLAS ITALIAN BAKERY INC	\$5,371.80
162899	12/22/2025	PT INTERMEDIATE HOLDINGS IV, LLC	\$3,666.54
162898	12/22/2025	PLATTE COUNTY PIZZA HUT INC	\$13,562.50
162897	12/22/2025	PERFORMANCE FOOD GROUP INC	\$119,191.91
162896	12/22/2025	NEBRASKA STAR BEEF CO LLC	\$3,567.51
162895	12/22/2025	MEREDITH COWPERTHWAIT	\$12.80
162894	12/22/2025	LINEAGE LOGISTICS HOLDINGS LLC	\$222.80
162893	12/22/2025	LEINY ALVAREZ RODRIGUEZ	\$19.55
162892	12/22/2025	HILAND DAIRY FOODS COMPANY, LLC	\$26,934.26
162891	12/22/2025	GREENBERG FRUIT COMPANY	\$26,506.20
162890	12/22/2025	GREATER OMAHA REFRIGERATION	\$660.77
162889	12/22/2025	GENERAL PARTS LLC	\$4,192.69
162888	12/22/2025	GABBY IVES	\$33.40
162887	12/22/2025	FORREST COX	\$17.25
162886	12/22/2025	EGAN SUPPLY COMPANY	\$653.82
162885	12/22/2025	ECOLAB	\$3,203.20
162884	12/22/2025	CHESTERMAN COMPANY	\$12,311.45
162883	12/22/2025	CARLY CRAY	\$33.70
162882	12/22/2025	BULLER FIXTURE COMPANY	\$2,731.34
162881	12/22/2025	ALLEN TOMPKINS	\$51.40
162797	12/22/2025	Spooner, Derrik	\$163.50
162796	12/22/2025	ZW ACQUISTION COMPANY, INC	\$12,820.00
162795	12/22/2025	YANT TESTING & EQUIPMENT INC.	\$1,302.00
162794	12/22/2025	WOLSELEY INVESTMENTS INC	\$211.99
162793	12/22/2025	WESTLAKE HARDWARE INC	\$511.14
162792	12/22/2025	WEST OMAHA WINSUPPLY CO.	\$1,379.35
162791	12/22/2025	US OMNI & TSACG COMPLIANCE SVCS INC	\$213.18
162790	12/22/2025	UNIVERSITY OF NEBRASKA MEDICAL CENTER	\$60,733.14
162789	12/22/2025	TRANE U.S. INC	\$13,870.00
162788	12/22/2025	THOMAS DALY	\$12,495.00
162787	12/22/2025	T HALL ABC INC DBA INTERSTATE ALL BATTER	\$233.93
162786	12/22/2025	SHERWIN WILLIAMS	\$131.19
162785	12/22/2025	SGH CONCEPTS	\$1,380.00
162784	12/22/2025	SCHUMACHER ELEVATOR COMPANY	\$17,515.20
162783	12/22/2025	SCHRAM & SONS EXCAVATING INC.	\$6,450.00
162782	12/22/2025	SAPP BROTHERS PETROLEUM INC	\$1,553.31
162781	12/22/2025	REMEDY ROAD LLC	\$7,564.32
162780	12/22/2025	PEARSON	\$807.24
162779	12/22/2025	OFFICE DEPOT INC	\$4,204.37
162778	12/22/2025	ODP BUSINESS SOLUTIONS LLC	\$131.80

162777	12/22/2025	O'REILLY AUTOMOTIVE STORES, INC.	\$513.93
162776	12/22/2025	MENARDS - RALSTON	\$1,352.82
162775	12/22/2025	MENARD INC	\$1,644.76
162774	12/22/2025	MECHANICAL SALES PARTS INC	\$696.04
162773	12/22/2025	MAXIM HEALTHCARE SERVICES HOLDINGS, INC	\$12,469.15
162772	12/22/2025	MARTHA L PINTO	\$5,080.20
162771	12/22/2025	LOWES HOME CENTERS INCORPORATED	\$2,237.00
162770	12/22/2025	LANGUAGE LINE SERVICES INC	\$238.36
162769	12/22/2025	KBC, INC.	\$614.18
162768	12/22/2025	JOHNSON HARDWARE COMPANY LLC	\$844.05
162767	12/22/2025	IDN H HOFFMAN INC	\$52.16
162766	12/22/2025	HONEYMAN RENT INC	\$168.95
162765	12/22/2025	HEARTLAND FOUNDATION	\$18,330.00
162764	12/22/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$638.70
162763	12/22/2025	FIRST STUDENT	\$8,416.90
162762	12/22/2025	FILTER SHOP	\$3,725.05
162761	12/22/2025	FATHER FLANAGAN BOYS HOME INC	\$16,800.00
162760	12/22/2025	EYMAN PLUMBING	\$5,389.65
162759	12/22/2025	ESU COORDINATING COUNCIL	\$50.00
162758	12/22/2025	EGAN SUPPLY COMPANY	\$24,646.67
162757	12/22/2025	EDUCATIONAL SERVICE UNIT #3	\$68,029.00
162756	12/22/2025	DIGITAL ASSETS LLC	\$4,356.00
162755	12/22/2025	D.M.G INC.	\$5,827.96
162754	12/22/2025	D&M ROSS LLC PAPIILLION AUTO SERVICE	\$10,126.22
162753	12/22/2025	COUNTERTOPS UNLIMITED INC	\$945.00
162752	12/22/2025	CONTROL SERVICES INC	\$1,694.15
162751	12/22/2025	CONTROL DEPOT INC	\$1,094.82
162750	12/22/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$1,440.86
162749	12/22/2025	CERRIS SYSTEMS NORTH CENTRAL, INC.	\$4,550.70
162748	12/22/2025	CAMELOT TRANSPORTATION INC	\$21,300.00
162747	12/22/2025	Bureau of Education & Research	\$7,770.00
162746	12/22/2025	BARTON SOLVENTS INCORPORATED	\$565.31
162745	12/22/2025	ACTION BATTERIES	\$696.50
162744	12/22/2025	360 COMMUNITY SERVICES	\$51,928.32
162743	12/22/2025	WEST OMAHA WINSUPPLY CO.	\$2,766.45
162742	12/22/2025	PAUL A SCHMITT MUSIC COMPANY	\$208.00
162741	12/22/2025	LIFEGUARD MD, INC	\$2,054.00
162740	12/22/2025	ITW FOOD EQUIPMENT GROUP LLC	\$481.77
162739	12/22/2025	FIRST STUDENT	\$928.05
162738	12/22/2025	ELKHORN MECHANICAL AND COMBUSTION, LLC	\$700.00
162737	12/22/2025	ECHO GROUP INC	\$246.24
162736	12/22/2025	B G PETERSON COMPANY	\$552.21
162735	12/19/2025	ACCESS TECHNOLOGIES INC - IA	\$18,206.24
162734	12/19/2025	SAM'S CLUB MC/SYNCB	\$828.31
162733	12/19/2025	SAM'S CLUB / SYNCHRONY BANK	\$217.90
162732	12/19/2025	PINNACLE BANK - VISA	\$6,443.65
162731	12/19/2025	WOODRIVER ENERGY, LLC	\$46,308.06

162730	12/19/2025	WEST MUSIC CO., INC	\$235.55
162729	12/19/2025	UNITED PARCEL SERVICE INC.	\$166.25
162728	12/19/2025	THE PROPHET CORPORATION	\$185.59
162727	12/19/2025	STERLING COMPUTERS CORPORATION	\$479.15
162726	12/19/2025	SARPY COUNTY JUVENILE	\$516.64
162725	12/19/2025	ROSSER LAWN CARE, INC	\$1,015.00
162724	12/19/2025	RENTOKIL NORTH AMERICA INC	\$6,102.17
162723	12/19/2025	PAUL A SCHMITT MUSIC COMPANY	\$482.30
162722	12/19/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$71.00
162721	12/19/2025	ONE SOURCE THE BACKGROUND CHECK CO	\$4,418.15
162720	12/19/2025	ONE CALL CONCEPTS INC	\$33.19
162719	12/19/2025	NEBRASKA STATE BANDMASTERS ASSOC	\$90.00
162718	12/19/2025	NEBRASKA SAFETY CENTER	\$395.00
162717	12/19/2025	NEBRASKA METHODISTHEALTH SYSTEM INC	\$3,120.00
162716	12/19/2025	NEBRASKA GENERATOR SERVICE, LLC	\$402.25
162715	12/19/2025	NEBRASKA EXTENSTION	\$600.00
162714	12/19/2025	MIDLANDS PRINTING & BUSINESS FORM	\$3,917.50
162713	12/19/2025	MICHAEL COGLAN	\$175.00
162712	12/19/2025	METROPOLITAN UTILITIES DISTRICT	\$4,457.67
162711	12/19/2025	METALCRAFT	\$1,126.40
162710	12/19/2025	MECHANICAL SALES INC	\$7,564.73
162709	12/19/2025	MATHESON TRI-GAS INC	\$2,053.79
162708	12/19/2025	LONG ISLAND QUIZ BOWL ALLIANCE	\$50.00
162707	12/19/2025	LAKESHORE LEARNING MATERIALS	\$99.40
162706	12/19/2025	KENDEL ENTERPRISES INC	\$2,975.00
162705	12/19/2025	KBC, INC.	\$269.99
162704	12/19/2025	J W PEPPER & SON INC	\$6.00
162703	12/19/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$304.28
162702	12/19/2025	FIRST WIRELESS, INC	\$255.00
162701	12/19/2025	FATHER FLANAGAN BOYS HOME INC	\$1,260.00
162700	12/19/2025	FACILITY ADVOCATES, LLC	\$1,080.00
162699	12/19/2025	EPS OPERATIONS LLC	\$1,900.00
162698	12/19/2025	ECHO GROUP INC	\$159.25
162697	12/19/2025	DULTMEIER SALES	\$113.15
162696	12/19/2025	DIETZE MUSIC INC	\$1,159.20
162695	12/19/2025	DEREK MCMAINS	\$799.99
162694	12/19/2025	CINTAS CORPORATION NO. 2	\$138.74
162693	12/19/2025	CARDINAL MANUFACTURING COMPANY	\$211.86
162692	12/19/2025	Bureau of Education & Research	\$825.00
162691	12/19/2025	BELLEVUE EAST HIGH SCHOOL	\$250.00
162690	12/19/2025	B&H PHOTO & ELECTRONICS CORP	\$2,043.28
162689	12/19/2025	ATLAS TECHNICAL CONSULTANTS LLC	\$3,150.00
162688	12/19/2025	ATHLETICO EXCEL NEBRASKA LLC	\$1,620.00
162687	12/19/2025	ARLENE GARCIA	\$20.00
162686	12/19/2025	APRINTIS	\$1,927.00
162685	12/19/2025	ADAMS PROFESSIONAL SERVICES INC	\$115.00
162684	12/19/2025	BLACK HILLS ENERGY	\$6,407.77

162683	12/18/2025	SARPY COUNTY TREASURER	\$10,064.40
162682	12/18/2025	EMS LINQ INC	\$2,798.56
162681	12/18/2025	McAuliff, Trenten	\$900.63
162680	12/18/2025	McAuliff, Trenten	\$942.27
162679	12/17/2025	Sullivan, Lindsay Marie	\$48.96
162678	12/16/2025	FS.COM	\$20.69
162677	12/16/2025	Renkosiak, Bobbie	\$56.60
162676	12/16/2025	PAPILLION SANITATION	\$88.98
162675	12/15/2025	Moore, Marla K	\$10.98
162674	12/12/2025	SARPY COUNTY JUVENILE	\$203.40
162673	12/12/2025	Scholting, Lindsey M	\$128.99
162672	12/12/2025	PINNACLE BANK - VISA	\$22,319.92
162671	12/12/2025	PAPILLION LA VISTA HIGH SCHOOL	\$450.00
162670	12/12/2025	HYVEE INC	\$219.15
162669	12/12/2025	FIRST STUDENT	\$704.00
162668	12/12/2025	Donahue, Whitney Marie	\$63.68
162667	12/12/2025	BELLEVUE PUBLIC SCHOOLS	\$75.24
162666	12/12/2025	BELLEVUE EAST HIGH SCHOOL	\$70.00
162665	12/12/2025	VOSS LIGHTING	\$1,005.30
162664	12/12/2025	VIRCO INC	\$1,163.68
162663	12/12/2025	VIEWPOINTE VISION GILES	\$86.58
162662	12/12/2025	VENTRIS LEARNING LLC	\$160.00
162661	12/12/2025	UNIVERSITY OF NEBRASKA - LINCOLN	\$235.00
162660	12/12/2025	UNITED PARCEL SERVICE INC.	\$79.84
162659	12/12/2025	TREY KETTERER	\$90.00
162658	12/12/2025	TRAVIS PINKELMAN	\$45.00
162657	12/12/2025	SUPER DUPER INC	\$36.93
162656	12/12/2025	SUN VALLEY LANDSCAPING	\$7,453.50
162655	12/12/2025	SADOFF AND RUDROY INDUSTRIES LLP	\$79.77
162654	12/12/2025	S & S SALES CORPORATION	\$118.06
162653	12/12/2025	RANDY MATTLEY	\$540.00
162652	12/12/2025	PURPLE COMMUNICATIONS INC	\$956.08
162651	12/12/2025	POPCO INC.	\$70.00
162650	12/12/2025	PAPILLION SANITATION	\$13,409.42
162649	12/12/2025	OCCUPATIONAL HEALTH CENTERS OF NE	\$660.00
162648	12/12/2025	NEBRASKA STATE FIRE MARSHAL.	\$480.00
162647	12/12/2025	NEBRASKA STATE FIRE MARSHAL	\$144.00
162646	12/12/2025	NEBRASKA SAFETY CENTER	\$225.00
162645	12/12/2025	NEBRASKA EDUCATORS RISING	\$500.00
162644	12/12/2025	NEB DEPARTMENT OF ENVIRONMENT & ENERGY	\$115.00
162643	12/12/2025	MICROFILM IMAGING SYSTEM, INC	\$4,796.94
162642	12/12/2025	MARK ONE MEDICAL, LTD	\$799.52
162641	12/12/2025	Loveless Machine & Grind Services	\$180.00
162640	12/12/2025	KURT MCCLANNAN	\$180.00
162639	12/12/2025	KSB SCHOOL LAW PC LLC	\$9,607.10
162638	12/12/2025	JOHN COMSTOCK	\$216.00
162637	12/12/2025	JERSEY MIKES SUBS 33004	\$63.80

162636	12/12/2025	J W PEPPER & SON INC	\$178.30
162635	12/12/2025	HILLYARD INC	\$2,306.81
162634	12/12/2025	HAMEVE ENTERPRISES INC	\$50.00
162633	12/12/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$2,472.61
162632	12/12/2025	FATHER FLANAGAN BOYS HOME INC	\$180.00
162631	12/12/2025	EMBASSY SUITES	\$3,938.00
162630	12/12/2025	ELKHORN PUBLIC SCHOOLS	\$240.00
162629	12/12/2025	ELECTRONIC SOUND INC	\$250.00
162628	12/12/2025	DYLAN PICHE	\$90.00
162627	12/12/2025	DULTMEIER SALES	\$1,182.50
162626	12/12/2025	DOUGLAS J HENELY	\$540.00
162625	12/12/2025	DIGITAL DOT SYSTEMS INCORPORATED	\$240.00
162624	12/12/2025	DEMEA CARTER	\$90.00
162623	12/12/2025	CONVENIENT WATER TREATMENT INC	\$557.55
162622	12/12/2025	CERRIS SYSTEMS NORTH CENTRAL, INC.	\$558.00
162621	12/12/2025	BRYCE KERKMAN	\$45.00
162620	12/12/2025	Brian Becker	\$90.00
162619	12/12/2025	BENJAMIN PETER STEWART	\$435.00
162618	12/12/2025	BEN O'HARE	\$90.00
162617	12/12/2025	B&H PHOTO & ELECTRONICS CORP	\$1,291.40
162616	12/12/2025	ANTHONY RANDALL	\$90.00
162615	12/12/2025	ALLO HOLDING LLC	\$11,293.76
162614	12/12/2025	ALL MAKES OFFICE EQUIPMENT	\$259.50
162613	12/12/2025	AFP CORP.	\$1,175.81
162612	12/12/2025	ACTION BATTERIES	\$44.75
162611	12/12/2025	ABANTE LLC	\$276.69
162610	12/10/2025	Revco Solutions, Inc-Sarpy Cty	\$541.81
162609	12/10/2025	MADISON NATIONAL LIFE	\$34,009.56
162608	12/10/2025	BLUE CROSS BLUE SHIELD OF NE	\$1,922,486.82
162607	12/10/2025	AMERITAS LIFE INSURANCE CORP	\$13,246.48
162606	12/15/2025	MASTER BLASTER INC	\$1,048.73
162605	12/15/2025	Revco Solutions, Inc-Sarpy Cty	\$579.27
162604	12/15/2025	Crown Asset Management LLC	\$1,222.00
162603	12/15/2025	Velocity Investments LLC	\$278.83
162602	12/15/2025	UNITED WAY OF THE MIDLANDS	\$198.34
162601	12/15/2025	TSA CONSULTING GROUP-REMITTANCE	\$47,268.02
162600	12/15/2025	SEIU LOCAL 226 DUES	\$1,492.41
162599	12/15/2025	PINNACLE BANK	\$40,707.59
162598	12/15/2025	PAPILLION-LAVISTA FOUNDATION	\$3,543.42
162597	12/15/2025	Nebraska Department of Revenue	\$125.00
162596	12/15/2025	NCSPC-WEB	\$3,090.00
162595	12/15/2025	National Account Systems of Omaha	\$1,073.27
162594	12/15/2025	MIDLAND FUNDING LLC	\$43.44
162593	12/15/2025	CREDIT MANAGEMENT SERVICES-SARPY	\$213.00
162592	12/15/2025	COBALT CREDIT UNION-SARPY COUNTY	\$703.63
162591	12/15/2025	California State Disbursement Unit	\$1,022.00
162590	12/15/2025	ASSURITY LIFE INSURANCE COMPANY	\$154.33

162589	12/15/2025	AFLAC	\$631.82
162588	12/15/2025	ACCREDITED COLLECTION SERVICE INC	\$572.10
162587	12/9/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$3,918.57
162586	12/9/2025	NEBRASKA FURNITURE MART	\$1,173.99
162585	12/8/2025	OFFICE DEPOT INC	\$7,638.14
162584	12/8/2025	TEXAS ROADHOUSE	\$350.00
162583	12/5/2025	AMAZON CAPITAL SERVICES	\$6,942.13
162582	12/5/2025	WEST MUSIC CO., INC	\$1,470.95
162581	12/5/2025	Richard Clark	\$400.00
162580	12/5/2025	PLSHS TITAN BAND	\$150.00
162579	12/5/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$2,750.00
162578	12/5/2025	LA VISTA MIDDLE SCHOOL	\$100.00
162577	12/5/2025	Hall, Melissa Elizabeth	\$1,342.43
162576	12/5/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$1,538.41
162575	12/5/2025	Denker, Julie Ann	\$27.92
162574	12/5/2025	BELLEVUE PUBLIC SCHOOLS	\$89.95
162573	12/5/2025	BELLEVUE EAST HIGH SCHOOL	\$70.00
162572	12/5/2025	BARNES NOBLE BOOKSELLERS, INC	\$113.00
162571	12/5/2025	AM COUNSELING & CONSULTING	\$920.00
162570	12/5/2025	WESTSIDE HIGH SCHOOL	\$500.00
162569	12/5/2025	WEST MUSIC CO., INC	\$127.08
162568	12/5/2025	VALAS PUMPKIN FARM & FALL FESTIVAL	\$381.88
162567	12/5/2025	UNIVERSITY OF NEBRASKA - LINCOLN	\$185.00
162566	12/5/2025	UNITED PARCEL SERVICE INC.	\$150.05
162565	12/5/2025	TY'S OUTDOOR POWER & SERVICE INC	\$496.08
162564	12/5/2025	TRAVIS PINKELMAN	\$90.00
162563	12/5/2025	TAYLOR MCCORD	\$150.00
162562	12/5/2025	Sterling Sindelar	\$90.00
162561	12/5/2025	STERICYCLE, INC	\$304.06
162560	12/5/2025	SHAFFER COMMUNICATIONS INC	\$35.00
162559	12/5/2025	SCHUMACHER ELEVATOR COMPANY	\$864.50
162558	12/5/2025	POWERSCHOOL HOLDINGS, LLC	\$7,928.16
162557	12/5/2025	PITNEY BOWES INC	\$796.77
162556	12/5/2025	PITNEY BOWES GLOBAL FINANCIAL SERVI	\$4,388.26
162555	12/5/2025	PICKATIME	\$125.00
162554	12/5/2025	PAUL MARTINEZ	\$150.00
162553	12/5/2025	PAPIO TRANSPORT SCHOOL SERVICE INC	\$50,580.00
162552	12/5/2025	PAPILLION SANITATION	\$2,529.84
162551	12/5/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$161.31
162550	12/5/2025	OMAHA PUBLIC POWER DISTRICT	\$167,134.20
162549	12/5/2025	OMAHA PAPER COMPANY INC	\$904.50
162548	12/5/2025	NEBRASKA STATE BANDMASTERS ASSOC	\$200.00
162547	12/5/2025	MIDWEST INSULATION SERVICES, INC	\$43.00
162546	12/5/2025	Lucas Ramacciotti	\$90.00
162545	12/5/2025	LEXIA LEARNING SYSTEMS LLC	\$17,500.00
162544	12/5/2025	LEE BHM CORP	\$564.00
162543	12/5/2025	LEAH SKORUPA	\$650.00

162542	12/5/2025	JORDAN FARRELL	\$90.00
162541	12/5/2025	JAXON LOY ROBERTS-MOXLEY	\$750.00
162540	12/5/2025	JASON B HELLMAN	\$90.00
162539	12/5/2025	HUJO PROPERTIES LLC	\$170.00
162538	12/5/2025	FOLLETT LIBRARY RESOURCES INC	\$533.45
162537	12/5/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$1,720.13
162536	12/5/2025	EARLY CHILDHOOD LLC	\$155.82
162535	12/5/2025	DIETZE MUSIC INC	\$161.00
162534	12/5/2025	DEBRA ANDERSON PAPPAS	\$987.50
162533	12/5/2025	COUGHLAN COMPANIES LLC - 171436	\$701.93
162532	12/5/2025	COLUMN SOFTWARE PBC	\$212.72
162531	12/5/2025	CITY OF PAPIILLION - WATER	\$27,961.98
162530	12/5/2025	CDW GOVERNMENT INC	\$84.60
162529	12/5/2025	CATALYST PUBLIC AFFAIRS, INC	\$3,250.00
162528	12/5/2025	BEN O'HARE	\$90.00
162527	12/5/2025	ALL AMERICAN SPORTS CORP	\$2,941.80
162526	12/5/2025	ADVENTURE ENTERPRISES LLC	\$3,104.00
162525	12/5/2025	US FOUNDATION INSPIR/RECOGNITION SCIENCE	\$399.00
162524	12/5/2025	CDW GOVERNMENT INC	\$7,853.75
162523	12/5/2025	ACCESS SYSTEMS LEASING - MN	\$22,919.00
162522	12/2/2025	Hale, Kamee Leigh	\$170.82
162521	12/2/2025	VIRCO INC	\$2,029.34
162520	12/2/2025	FS.COM	\$1,196.00

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
January 12, 2026

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Becky Meyers & Andrew Bell	March 11, 2026 Maryville, MO	Career Day at Northwest Missouri State College	\$313.00 (D)	\$0.00
Becky Meyers & Andrew Bell	March 2, 2026 Iowa City, IA	University of Iowa Educator Career Fair	\$557.00 (D)	\$0.00
Sean McLaughlin, Tevin Curry, Schuyler Emde, Bryce Sheard, Alex Kowalski, Dale Walker & Josh Kage	February 27-28, 2026 St. Louis, MO	Glazier Football Clinic	\$1,946.50 (A)	\$1,260.00 (A)
Sara Dunn & Tom Horton	January 23-24, 2026 Kansas City, MO	NFCA Softball Coaching Clinic	\$1,338.00 (A)	\$360.00 (A)
Jerrid Johansen	January 15-18, 2026 Boulder, CO	Boulder Running Clinic	\$295.00 (A)	\$360.00 (A)
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF				
Estimated General Fund Expenditures				
Adam Schlismann, Jeff Nichols, 2 Chaperones & 35 Students	February 18, 2026	National World War I Museum NJROTC visit	\$965.00 (A)	\$360.00 (A)
Adam Schlismann, Jeff Nichols, 2 Chaperones & 35 Students	February 26 - March 1, 2026 Naval Station Great Lakes, Illinois	NJROTC Regional Championships	\$8,054.00 (A)	\$720.00 (A)

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

Return to Agenda

RETURN TO AGENDA

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
December 8, 2025

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, met in open and public session at 6:00p.m., Monday, December 8, 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*, December 3, 2025. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

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

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

Recognition

Dr. Rikli recognized the PLSHS Girls Volleyball team as the 2025 Class A State Volleyball Champions. Kami Dyrstad, Lyric Judson, and Kenna Sanders all made the 2025 All-Nebraska volleyball team for 2025.

Student Council

Maggie Novak and Lexi Souza, representatives from Papillion La Vista High School, reported for the Student Council. The Student Council and National Honor Society held a leaf raking event at Tara Heights in November. For the first time ever, the PLHS and PLSHS Student Councils will collaborate on a Swishes for Wishes basketball game to fundraise for Make A Wish. Construction for the new turf space at PLHS is complete. Winter sports started last week. Fourteen athletes were sent to a leadership conference in Lincoln and will lead a group to bring their information to Admin. Monarch alum and former Nebraska pitcher, Courtney Wallace, will speak to student athletes about leadership and her experience in college athletics. Students performed The Greatest Christmas Pageant Ever this fall. The speech and debate teams are in their competitive season. Our Monarch Market is open late during the holiday season so community members can purchase Monarch gear.

Communication

No Public testifiers testified.

Superintendent's Report

Dr. Andy Rikli provided a report of highlights and activities. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube. The end of the first semester is fast approaching. Dr. Rikli shared that high school finals will be held next week with a modified block schedule. Dr. Rikli attended the NCEA Conference hosted at Project Harmony last week. The education summit outlined

how teen social media use and artificial intelligence is changing lives. Dr. Rikli mentioned that he moderated the student panel for the summit. Dr. Rikli shared that our last Student Advisory for this year will be this week, and the topics for discussion will be school safety and the district survey. Dr. Rikli reminded the Board that starting January 7th the 60-day legislative session will begin. On Wednesday, December 10th Dr. Rikli and Mr. Richards will attend the Legislative Preview conference in Lincoln. Dr. Rikli shared dates for Director of Secondary Curriculum and Elementary Principals interviews. Dr. Rikli thanked Dr. Shureen Seery for hosting the Rule 10 Accreditation visit.

Board Comments

Ms. Wood attended the Teammates board meeting and the Anderson Grove DARE Graduation.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported the committee had met. Discussion was on the 2026 legislative priorities, potential land purchase for a new middle school and upcoming bond projects that are remaining.
- HR & Student Services Committee: Mr. Lodes reported the committee has not met, as they proceed forward with teacher negotiations.
- Curriculum and Instruction Committee: Mr. Bailey reported that the committee has not met.

Action Items

A motion was made by Mr. Bailey and seconded by Mr. Madler to approve the Action by Consent Items: The meeting agenda, bills, finance, personnel items, the Board meeting minutes of November 24, 2025. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Witt, Lodes, Wood, Bailey, Butler, and Madler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Mr. Madler to acknowledge completion of the Superintendent's Performance Evaluation and to approve the three-year Superintendent's contract for Dr. Andrew Rikli. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Wood, Bailey, Butler, Madler and Witt. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Ms. Wood 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. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Wood, Lodes, Madler, Fisher, Witt, and Bailey. Nays: None. The motion carried.

Discussion/Information Items

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

Board President Witt reviewed the future board calendar.

A motion was made by Mr. Lodes and seconded by Ms. Wood 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: Bailey, Butler, Madler, Witt, Lodes, Wood. Nays: None. The motion carried. Board President Witt recessed the meeting at 6:27p.m. to enter into the Executive/Closed Session.

Executive/Closed session ended at 7:12p.m.
Board President Witt adjourned the meeting at 7:12p.m.

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



CONTRACT AGREEMENT

This contract will constitute the Agreement for state governmental services in Nebraska between Catalyst Public Affairs, Inc. (“CORPORATION”) and the Papillion LaVista Community Schools (“PLCS”).

We agree as follows:

1. PLCS is seeking state governmental affairs services in Nebraska from January 1, 2026, to December 31, 2026, for consulting on any issues that PLCS prioritizes. CORPORATION shall provide the following services to PLCS in a professional and timely manner at the direction of Dr. Rikli:
 - a. Assist in developing and implementing legislative and regulatory agendas in the Nebraska Unicameral Legislature.
 - b. Arrange and attend meetings with Dr. Rikli or individuals assigned by Dr. Rikli and individual senators regarding issues important to PLCS.
 - c. Present legislative and regulatory policy briefings as requested by Dr. Rikli.
 - d. Notify Dr. Rikli or his designees of committee hearings, interim study hearings, and other pertinent meetings.
 - e. Develop and manage partnerships with PLCS stakeholders as directed.
 - f. Monitor and report on legislative activity, including floor action and debate, anticipated legislative bills, resolutions, amendments, and other activities by the Legislature and its committees.
 - g. Assist PLCS personnel in drafting and delivery of testimony before legislative committees.
 - h. Draft legislation and amendments. Assist in securing bill or amendment sponsors.
 - i. Provide PLCS with written reports summarizing legislative and regulatory actions upon request, including but not limited to pre-session and post-session summaries.
 - j. Complete and deliver all required ethics reports to the NADC.
 - k. Per the direction of PLCS, provide necessary advocacy training to PLCS staff or Board Members.

2. PLCS agrees to pay CORPORATION for services specified herein as follows:
 - a. Beginning January 1, 2026, PLCS will pay \$3,250 per month until December 31, 2026, for a total of \$39,000 per year. Payment shall be made on or before the fifteenth day of the following month.
 - b. CORPORATION shall not be entitled to reimbursement for expenses unless such expenses are expressly agreed to by PLCS; all expenses must be pre-approved by Dr. Rikli.
 - c. PLCS shall reimburse CORPORATION \$300 annually for lobbyist registration fees.
3. CORPORATION shall at all times be registered as a lobbyist for PLCS, pursuant to Nebraska law.
4. Notwithstanding the above, either party reserves the right, at its sole discretion, to terminate this Agreement upon thirty (30) days written notice.

AGREED AND APPROVED:

By: _____

By: _____

Date: _____

Date: _____

Dr. Andy Rikli, Superintendent
Papillion LaVista Community Schools
420 S. Washington Street
Papillion, NE 68046

Tim Gay, President
Catalyst Public Affairs, Inc.
301 S. 13th Street, Suite 402
Lincoln, NE 68508

**Price Proposal
PLCS Patriot Elementary
1/6/2026**

Thank you for the opportunity to provide the following Guaranteed Maximum Pricing for PLCS Patriot Elementary. This price is based on Construction Documents dated July 19th, 2024, Addendum 01 dated November 6th, 2025, and Addendum 02 dated November 17th, 2025 provided by BCDM.

Guaranteed Maximum Price = \$5,592,979

This proposal is based on the following dates:

Acceptance of Proposal: 1/13/2026
Substantial Completion: 8/6/2027

Detailed Price Proposal

PLCS Patriot Elementary

1/8/2026

DESCRIPTION	Total	Subcontractor
Labor from Effort Schedule	\$ 602,689	
Selective Demolition	\$ 113,429	Peitzmeier
Concrete Footings & Flatwork	\$ 142,367	Mackie
Reinforcing Steel Material	\$ 11,220	Nucor
Masonry	\$ 185,470	T Hansen
Steel Fabrication	\$ 53,253	Summit Steel
Steel Erection	\$ 35,000	Pleskac & Pleskac
Blocking, Rough Carpentry, Finish Carpentry Labor	\$ 66,884	Boyd Jones
Casework	\$ 55,124	Holt Woodworking
Air Barrier, Waterproofing, Sealants	\$ 14,025	Senegal
Membrane Roofing	\$ 32,813	10 Men Roofing
Doors, Frames, Hardware	\$ 124,360	Twin City Hardware
Storefront & Glazing	\$ 25,750	Precision Glazing
Security Film Allowance	\$ 20,000	Allowance
Framing, Drywall, Ceilings	\$ 266,785	PML
Flooring	\$ 286,823	Universal Flooring
Floor Graphic Allowance	\$ 8,000	Allowance
Painting	\$ 92,794	DGR Painting
Signage	\$ 21,832	Latitude Signage
Specialties	\$ 32,737	Construction Supply Inc
Lockers	\$ 3,000	Storage & Design
Kitchen Equipment	\$ 369,381	Singer H&R
Window Treatments	\$ 1,500	Nebraska Window Coverings
Fire Protection	\$ 51,300	Mahoney
Mechanical Complete	\$ 978,508	AX/Sol Lewis
Electrical	\$ 592,529	Ray Martin
Cabling	\$ 259,157	Computer Cable Connection
Fire Alarm	\$ 164,000	Associated Fire
Earthwork	\$ 44,950	Peitzmeier
Erosion Control	\$ 8,513	Commercial Seeding
Fence	\$ 24,299	Elkhorn Fence
Playground Surfacing	\$ 102,728	Crouch Recreation
Geothermal	\$ 78,750	Mid-America Drilling
Site Utilities	\$ 89,890	AX Plumbing
Testing Allowance	\$ -	Allowance Removed
Weekly and Final Clean	\$ 80,707	Building Services + Boyd Jones
Survey	\$ 12,500	Cornerstone
Reimbursables	\$ 126,936	
Temporary Partitions, Protection, and Fencing	\$ 24,181	
Equipment, Material Handling, and Site Maintenance	\$ 130,109	
Subtotal	\$ 5,334,292	
Building Permit Allowance	0	By Owner
Construction Contingency	\$ 109,889	
Fee	\$ 106,162	
Bond	\$ 42,637	
Construction Total	\$ 5,592,979	

PROJECT ESTIMATE SUMMARY



Project: Walnut Creek Elementary School Additions and Renovation
Owner: Papillion La Vista Community Schools
Architect: BCDM Architects
Estimate: Final GMP Summary
Duration: See Clarifications

Bid Date: November 25, 2025
Estimator: BC
Building SF: 51,545
Parking Stalls: 1
Site Area (Acre): 0.64

DIRECT COSTS SUMMARY

Division	Division Description	Cost	Building Cost/SF	% of Building Total
01	General Requirements	\$115,300	\$2.24	2.37%
02	Existing Conditions	\$145,664	\$2.83	2.99%
03	Building Concrete	\$185,180	\$3.59	3.80%
04	Masonry	\$193,100	\$3.75	3.97%
05	Metals	\$112,429	\$2.18	2.31%
06	Wood, Plastics, Composites	\$137,522	\$2.67	2.82%
07	Thermal & Moisture Protection	\$85,756	\$1.66	1.76%
08	Doors & Windows	\$179,707	\$3.49	3.69%
09	Finishes	\$662,051	\$12.84	13.60%
10	Specialties	\$73,575	\$1.43	1.51%
11	Equipment	\$374,557	\$7.27	7.69%
12	Furnishings	\$2,000	\$0.04	0.04%
13	Special Construction	\$0	\$0.00	0.00%
14	Conveying Equipment	\$0	\$0.00	0.00%
21	Fire Suppression	\$80,900	\$1.57	1.66%
22	Plumbing (See HVAC)	\$0	\$0.00	0.00%
23	Heating, Ventilation, Air Conditioning	\$1,374,000	\$26.66	28.22%
26	Electrical	\$782,511	\$15.18	16.07%
27	Communications	\$270,725	\$5.25	5.56%
28	Electronic Safety & Security (See Electrical)	\$0	\$0.00	0.00%
29	Site Support	\$138,706	\$2.69	2.85%
30	Allowances	\$48,000	\$0.93	0.99%
31	Value Engineering Alternates	-\$92,086	-\$1.79	-1.89%
TOTAL BUILDING COSTS		\$4,869,597	\$94.47	100.00%

Division	Division Description	Cost	Site Cost/Acre	% of Site Total
31	Earthwork	\$187,240	\$292,561.72	47.27%
32	Exterior Improvements	\$185,906	\$290,477.60	46.93%
33	Site Utilities	\$23,000	\$35,937.50	5.81%
TOTAL SITE COSTS		\$396,145	\$618,976.82	100.00%

INDIRECT COSTS SUMMARY

Description	Cost	Building Cost/SF	
Building Permit/Plan Review Fees	0.00%	\$0	By Owner
Capital Facility/City Use Tax Fees	\$0.00	\$0	By Owner
Impact Fees	0.00%	\$0	By Owner
State Sales Tax	0.00%	\$0	Tax Exempt
Builder's Risk Insurance	0.000%	\$0	By Owner
Performance & Payment Bonds	0.60%	\$31,594	
General Liability Insurance	0.37%	\$19,483	
Construction Contingency	3.00%	\$157,972	
Construction Cost Escalation	0.00%	\$0	
Sampson Fee	2.25%	\$123,183	
Efforts Schedule Cost	LS	\$381,660	
TOTAL INDIRECT COSTS		\$713,893	\$13.85
TOTAL DIRECT & INDIRECT COSTS		\$5,979,635	\$116.01 Per SF of Building

Subject: 2026 Student Technology Purchase Request for Proposals

Meeting Date: January 12, 2026

Prior Meeting Discussion Date: May 11, 2020; June 22, 2020; May 24, 2021; February 8, 2023 (Curriculum & Americanism Subcommittee Meeting); March 6, 2023 (Curriculum & Americanism Subcommittee Meeting); March 13, 2023; April 10, 2023; January 16, 2024 (Curriculum & Americanism Subcommittee Meeting); March 15, 2024 (Curriculum & Americanism Subcommittee Meeting); April 9, 2024

Department: Curriculum and Instruction / Technology

Action Desired: Approval X Discussion _____ Information Only ___

Background:

PLCS was informed that an intel processor shortage is expected in early 2026 and may lead to possible price increases. With this knowledge, the district was able to secure Chromebook stock of the same model purchased in April of 2025.

After 6 months of use and minimal issues with the newest fleet of Lenovo Chromebook 100E Gen 4 (purchased in April of 2025), the Technology Department recommends the same model for approval. The goal is to issue a purchase order to acquire this hardware before price increases and prepare devices for deployment at the beginning of the 2026-27 school year. Lenovo has agreed to delay warranty until we activate the devices.

The Chromebook selection and purchase process will continue to be an annual task to maintain and cycle the district’s secondary 1:1 Chromebook device fleet for our 7th-12th grade students and refresh the elementary fleet.

Item	Description	Vendor	Qty	Unit Cost	Total
Student Chromebooks	Lenovo Chromebook 100E Gen 4 8GB/64GB (with 4-year warranty and Google Chrome OS Management License)	CDW-G	2000	\$312.57	\$625,140.00

The district has this purchase budgeted within the depreciation fund and with support of residual value from previously retired devices.

Recommendation: Motion to approve entering into a purchase agreement with CDW-G as presented with a total cost of \$625,140.00.

Responsible Person: Matt Moore, Shureen Seery and Brett Richards

Superintendent’s Approval Andrew J. Rishi
Signature

Subject: Student Demographics and Human Resources Report

Meeting Date: January 12, 2026

Prior Meeting Discussion Date:

Department: Human Resources

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

Each year the Human Resources Department provides the Board with a report of the Student Demographics as well as the personnel employed to serve the needs of the students. This information is intended to create a foundation of knowledge that will assist board members with various decisions for 2026-27.

Recommendation:

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

Subject: Ratification of Teacher Master Contract for 2026-27 and 2027-28

Meeting Date: January 12, 2026

Prior Meeting Discussion Date:

HR Subcommittee Meetings: October 28, 2025, November 10, 2025, November 12, 2025, November 17, 2025, December 3, 2025, December 8, 2025, December 9, 2025, December 15, 2025
Board of Education Meeting (closed sessions): November 24, 2025 & December 8, 2025

Department: Human Resources

Action Desired: Approval _____ Discussion X Information Only _____

Background:

The PLEA membership has voted to approve a two-year teacher contract which includes:

- Two-year agreement
- Vertical and horizontal movement will be allowed.
- Base salary increases of \$800 over two years.
- Year 1 \$575 base increase taking the base to \$41,325 a total package increase of 3.5%
- Year 2 \$225 base increase taking the base to \$41,550, a total package year two increase of 3.49%.
- Reflects a 7.25% medical and dental overall increase.
- Insurance will remain through EHA (BCBS of Nebraska) with three network choices for staff along with a choice between PPO and HDHP.
- Includes a reopener clause for either side if the total cost of health and dental insurance premiums increase by less than two percent (2%) or more than seven (7%) from 2026-27 to 2027-28 and/or if the NPERS retirement contribution is the highest or lowest possibility.

Other items:

- New hires with experience will be granted up to 20 years.
- Clarification of calculation of School Nurse salary schedules.
- When a current teacher is selected to transfer into a designated high need or hard to fill position, the District may offer that teacher the option of: 1) Nine (9) hours of paid graduate courses to work towards the new endorsement for the position being transferred into; or 2) An additional one time \$1500 in salary for the first year in the High Need Certification/Hard to Fill Area.
- Addition of leave allowance for teachers serving in public office.

Extra duty changes:

- Add 1.0 Volleyball - Assistant at Middle School taking the allocated FTE from 2.0 to 3.0.
- Add HAL District Team Leader 1.0 at 5%
- Add additional 1.0 Softball Varsity Assistant to each High School
- Add 1.0 FTE Hope Squad Zoo Academy at 2% and 1.0 FTE Hope Squad Health Academy at 2%
- Add 2.0 Unified Sports to each Elementary school at 2%
- Add 1.0 Unified Schools Chair to each High School at 6% and 1.0 to each Middle School at 4%

Recommendation: Discussion.

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

Superintendent's Approval _____
Signature



PAPILLION LA VISTA COMMUNITY SCHOOLS
2026-2028~~2025-2026~~
TEACHER AGREEMENT

THIS AGREEMENT made and entered into this 26~~7~~th day of January, ~~2026~~~~2025~~, by and between the Board of Education of the School District of Papillion La Vista in the County of Sarpy, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and Papillion La Vista Education Association (hereinafter referred to as the “Association”). This agreement shall be effective for the ~~2026-2027~~~~2025-2026~~ and ~~2027-2028~~ contract years.

1. REPRESENTATIVE UNIT

A. The District recognizes the Papillion La Vista Education Association as the sole and exclusive representative for the bargaining unit as provided by the Certification Order entered in Nebraska Commission of Industrial Relations Case No. 1528, Rep. Doc. No. 573, which sets forth that the bargaining unit includes all teachers, nurses, counselors, social workers, certificated behavior facilitators, professional learning facilitators, psychologists, deaf educators (deaf and hard of hearing educators), vision specialists, deans of students, speech pathologists, assistant activities directors, program coordinators, instructional coaches, technology coaches, media specialists (school librarians) and teacher facilitators of the Papillion La-Vista School District (Papillion La Vista Community Schools).

2. CONTRACT YEAR / WORKDAYS

A. Annual Employment Period: The annual employment period for each teacher will be 190 contract days including days with students in attendance. Additional days required of new hires for orientation or for positions with extended contracts will be paid at 1/190th of that teacher’s annual pay.

3. SALARY SCHEDULE /PLACEMENT

A. The salary schedules for the teachers of the District shall be in accordance with Exhibits “A1, A2, A3, and A4. ~~and A2~~” attached. Base salary for the ~~2026-2027~~~~2025-2026~~ school year is \$41,325 and for the ~~2027-2028~~ school year will be \$41,550.

B. Teachers will advance one step vertically on the newly adopted salary schedule for the ~~2026-2027~~~~2025-2026~~ school year and the ~~2027-2028~~ school year.

C. There will be horizontal movement for additional hours earned in accordance with this Agreement for the ~~2026-2027~~ and ~~2027-2028~~ ~~2025-2026~~ school years.

D. Credit hours used for salary determination and for advancement in the BA+ range must have been earned after the BA Degree was earned. Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Graduate credit must be issued by a college with regional accreditation (such as Higher Learning Commission), or course work must be approved by the Human

Resources Administrator PRIOR to enrolling in the class. Graduate hours approved for salary schedule placement, and individual teacher's degree program for which previous coursework has been approved for salary schedule placement before 2013-14, will be grandfathered.

E. Any hours that are to be applied to the salary index must be education-related graduate hours or approved undergraduate hours for additional endorsements or specialties when such hours have been approved in writing in advance by the Assistant Superintendent of HR or designee.

F. Teachers who acquire the necessary additional hours of college credit shall report those hours to the district by September 1 and be placed on the appropriate step and column of the salary schedule. Any adjustment for prior months shall be reflected in the October paycheck. All remaining paychecks will reflect appropriate placement.

G. Additional compensation will be paid to specific teachers from the Supplementary Salary Schedule as agreed to and attached as Appendix "B1" to this Agreement.

H. Effective with the 2011-12 and 2012-13 contracts, new hires to the district coming in with zero years of previous experience will be placed on Step one (1) and will move vertically thereafter as the salary schedule allows and negotiations authorizes. New hires for the ~~2023-2024~~ 2026-2027 contract year and forward with one or more years of experience will be placed on a step commensurate with, and up to ~~20+5~~ years of their actual previous experience plus one step, in the column appropriate with their educational attainment, up to and including Step ~~21+6~~. Student teachers who accept employment with the district consecutively following their semester or year as a student teacher and begin their teaching career as a new hire in PLCS will be placed on step two (2), honoring their prior experience in PLCS.

I. For any non-contract days for which an employee is required to be in attendance, the teacher will receive 1/190th of his or her salary for each day the contract is extended.

J. Any teacher who is on Step 17 (L1) will earn a 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 18 (L2) through 21 (L5). Any teacher who is on Step 22 (L6), in columns MA+9 or higher will earn an additional 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 23 (L7) through 26 (L10). (See Appendix A1 and Appendix A2)

K. Part-time employees will receive prorated salary and benefits at the same fraction as their full-time equivalency employment. The employee shall have the option to pay for the additional coverage not covered by the district as is allowed by the benefit carrier contracts. Salary advancement will be credited at the rate of one year of experience for each year of 50% or greater employment.

L. High Need Degrees/Hours: For 2017-18 and each year thereafter, the District may allocate a maximum of \$50,000 to provide expense reimbursement for designated high need degrees and/or graduate hours and/or endorsements in designated subject areas. Teachers who are reimbursed for expenses to obtain high need degrees and/or graduate hours and/or endorsements will be expected to remain in the district for a minimum of three years after the reimbursement. If the teacher stays less than three years, the teacher will be expected to repay the district a proportionate share of the reimbursement, e.g., if the teacher leaves two years after receiving reimbursement, they would owe the district one third of the district's reimbursement to them. The policies, procedures, implementation and all decisions related thereto, including the designation of the applicable degrees and graduate hour subject areas and endorsement areas, shall be the sole responsibility of the District; provided however, the District will review the program and solicit input from the Association prior to implementation.

M. High Need Certification/Hard to Fill Areas: For 2023-2024 and each year thereafter, in January, the District will designate ~~notify the Association no later than the fourth Monday of January of the District's designation of~~ high need and/or hard to fill positions for the upcoming school year. Discussion of high needs and/or hard to fill positions will be a standing agenda item on meetings between PLEA leadership and PLCS HR administration.

When a current teacher is selected to transfer into a designated high need or hard to fill position, the District may offer that teacher the option of:

1) Nine (9) hours of paid graduate courses to work towards the new endorsement for the position being transferred into;

or

2) An additional one time \$1500 in salary for the first year in the High Need Certification/Hard to Fill Area.

When the District hires a new teacher ~~or current teacher~~ for the designated high need or hard to fill positions, the District may offer an additional one time \$1500 in salary for the first year in the High Need Certification/Hard to Fill Area.

This designation is at the discretion of the school district based on current needs and will be made per position, ~~with the designations presented to the Association as specified above.~~

N. When an error has been made in salary or a benefit deduction, the salary/deduction shall be corrected for the current contract year and the previous contract year, only.

4. NURSES

A. For the purposes of this negotiated agreement, the reference to "NURSE" is defined as a Registered Nurse employed by Papillion La Vista Community Schools as a "School Nurse" or a "Teaching Nurse." A school nurse practices a specialized area of public health nursing with responsibilities that include advocating for student-centered care, providing care coordination, and collaborating with stakeholders to bridge health care and education. A teaching nurse provides direct instruction to high school students through health-related coursework. School nurses and teaching nurses are members of the bargaining unit and are subject to the terms and conditions of the negotiated agreement.

B. Registered nurses hired specifically to provide health services to students with fragile medical

needs are not included in the bargaining unit and are not subject to the terms and conditions of the negotiated agreement with teachers. Further, certified nursing assistants, certified medical assistants, certified medication aides and licensed practical nurses are not included in the bargaining unit.

C. A nurse without a bachelor's degree will be placed in a separate column on the nurses salary schedule, noted as RN, and must obtain a bachelor's degree prior to horizontal movement on the salary schedule. See Appendix A2 and A4.

D. Nurses with a bachelor's degree (BSN) or master's degree (MSN) earn horizontal movement on the nurses salary schedule for approved graduate hours and/or continuing education contact hours ~~as determined by continued education units (CEs).~~ Continuing education is required for nurses to maintain a nursing license/certification.

E. For the purposes of this agreement,

- 1 continuing education contact hour is equal to one hour towards horizontal movement
- ~~10 continuing education Contact Hours are equal to one~~ 1 continuing education unit is equal to 10 continuing education contact hours
- ~~15 Continuing Educational Units are equivalent to one graduate hour.~~
- 1 Graduate Hour is equal to 15 continuing educating contact hours ~~150 Contact Hours~~

All continuing education certifications will be converted to continuing education Contact Hours based on the conversions listed above ~~above listed~~. Graduate Hours will be converted to Contact Hours if less than the total ~~required~~ credits required for horizontal ~~column~~ movement (e.g. ~~ie. Six~~ two graduate courses were taken for 6 graduate credits earned ~~that will be recorded at~~ converts to 90 Contact Hours.) Horizontal movement on the School Nurse Salary Schedule (Appendix A2) is will be based on the total number of continuing education Contact Hours and/or Graduate Hours.

~~15 CE are equivalent to one graduate hour.~~ All continuing education CE must be completed off contract time. For example, continuing education contact hours ~~Contact Hours CE~~ may be offered by an agency for CPR training, however, the district offers CPR training during contract time. Only Contact Hours CE earned as a result of registration paid by the individual nurse will be approved for horizontal movement on the salary schedule.

F. A master's degree in nursing is required for horizontal movement beyond the BA+36/MA column, and a terminal degree (e.g. PhD, EdD, DNP) is required for horizontal movement beyond the MA+36 column.

5. PLAN TIME COMPENSATION

A. The District recognizes the importance of plan time and will strive to provide daily plan time for all teachers. Teachers covering for absent colleagues when a substitute is not in place shall be reimbursed for each planning period lost. Compensation will be paid at \$33.00 for each planning period or proportion thereof. The building administrator will have the sole responsibility of implementing a process to file the time sheets for reimbursement.

B. Teachers requesting to leave school for less than a full day will be given permission only by the administrator. If another teacher is asked by the administrator to give up plan time to take the absent teacher's place, the covering teacher will be compensated. Compensation for that teacher

will be \$33.00 for each planning period or proportion thereof. The building administrator will have the sole responsibility of implementing a process to file the time sheets for reimbursement.

C. Teachers may secure, in agreement with the principal, another teacher to cover a class or part of a class without loss of accumulated leave. The teacher who agrees to cover the class will not receive district compensation.

6. INSURED BENEFITS

A. Term Life Insurance: The board will pay the premium, which provides \$20,000 of group term life insurance for each employee. An employee may purchase additional term life insurance at his/her own expense as may be permitted by the terms of the insurance policy.

B. Income Protection: The district shall pay the premium for a 60 calendar-day elimination period, long term disability insurance. The insurance coverage will be at 60% for each employee, based on the employee's salary and health insurance premium.

C. Health Insurance:

(1) Health Insurance Plan Provider and Deductible: The Board of Education, in its sole discretion, shall determine the group health and dental insurance provider, plan, and definition of dependent for the ~~2026-2027~~~~2025-2026~~ contract year, and make such health and dental insurance plan available to all employees subject to this agreement. Such health insurance plan shall:

(a) provide all employees electing to enroll in health and dental insurance a \$1,900 annual deductible for the employee health insurance plan accompanied by a separate \$1,900 annual deductible for the employee's dependents, with health and dental insurance benefits generally equivalent to those set forth on Appendix C and the Health and Dental Insurance Benefit Summary Agreement for the ~~2026-2027~~~~2025-2026~~ Plan Year entered into by the School District and the Association which are incorporated herein by this reference; and

(b) make available to employees electing to enroll in health and dental insurance an HSA-eligible \$3,800 deductible, 10 percent coinsurance high deductible health plan (HDHP), and dental insurance benefits generally equivalent to those set forth on Appendix D1 and the Health and Dental Insurance Benefit Summary Agreement for the ~~2026-2027~~~~2025-2026~~ Plan Year entered into by the School District and the Association which are incorporated herein by this reference. Married employees may elect two single HDHP health insurance policies rather than Employee and Spouse family coverage when: both spouses are employed by the district, each is individually eligible for health insurance, and the district pays the health insurance premium. If children are covered by either of the married employees, both spouses and their children will be covered under one family policy.

(2) Coverage Provided to Employees and Employee Contribution to Premiums: (a) School District Provided Self-Only (Employee) Health Insurance: The Board of Education shall pay 100% of the premium for the self-only (Employee) health and dental insurance coverage, and the level of dependent health insurance coverage for which an employee may qualify should they elect to receive such dependent coverage subject to the employee's contribution toward the total cost of the dependent health insurance premium set forth in subparagraph b. below. For each employee receiving self-only coverage through the HDHP, the Board of Education shall

contribute to a health savings account held in that employee’s name an amount equal to 100% of the difference between the HDHP premium cost and the cost of self-only coverage through the lower deductible plan. For each employee receiving dependent coverage through the HDHP, the Board of Education shall contribute to a health savings account held in that employee’s name an amount equal to 93% of the difference between the HDHP premium cost and the cost of dependent coverage through the lower deductible plan.

(b) Employee Contribution to Dependent Health Insurance Premium: Employees electing to take dependent health insurance coverage will contribute to the monthly premium costs of such coverage an amount not to exceed seven percent (7%) of the total cost of Employee/Child(ren), Employee/Spouse, or Employee/Spouse and Child(ren) dependent health insurance monthly premium costs for the level of insurance elected by the employee per month but in no event shall the Employee contribute more than the following amounts for 2025-2026. Maximum rates of contribution for ~~2027-2028~~~~2026-2027~~ will be published by ~~November 30,~~ ~~2026~~~~2025~~.

Level of Dependent Health Insurance Coverage	Employee Contribution Toward Monthly Premium
Employee/Child(ren)	\$111.16 103.47
Employee/Spouse	\$126.18 117.45
Employee/Spouse and Child(ren)	\$169.43 157.70

If the employee and his/her spouse are employed by the district and both qualify for the insurance program, they will be provided dependent coverage with no participation in the premium cost.

D. Dependent Dental Insurance: Employees electing to take dependent dental insurance shall pay the full cost of that portion of the monthly premium for the level of coverage elected that exceeds the monthly premium cost for self-only (Employee) dental insurance, but in no event shall the Employee contribute more for the ~~2026-2027~~ ~~2025-2026~~ contract year than the following amounts:

Level of Dependent Dental Insurance Coverage	Employee Contribution Toward Monthly Premium
Employee/Child(ren)	\$27.83 26.98
Employee/Spouse	\$36.02 34.92
Employee/Spouse and Child(ren)	\$59.66 57.83

Any premium costs necessary to maintain dependent dental coverage that exceeds the employee contribution limits set forth herein for the ~~2026-2027~~~~2025-2026~~ contract year shall be paid by the School District. Maximum rates for ~~2027-2028~~~~2026-2027~~ will be published by ~~November~~ ~~March~~ ~~130,~~ ~~2026~~.

Teachers on Extended Leave: When teachers take an extended leave, their insurance premium will be paid for the month in which they leave plus the following month. Nothing in this Agreement shall be construed to in any way modify or limit an employee's rights under the Family and Medical Leave Act of 1993 (FMLA).

E. The teachers who are employed at less than full time (1.0 FTE) but at least 0.4 FTE shall be provided the option of extending, through payroll deduction from their salary, individual coverage to full family coverage for both dental and/or health insurance for themselves and their eligible family members. The District will pay 100% of the Single Coverage Premium or the FTE prorated family premium, whichever is greater.

F. New employees are not covered by Health Insurance until September 1. If hired after the start of the school year, coverage begins on the first day of the month following employment.

G. In the case of a multi-year agreement:

a. ~~If~~ the total cost of health and dental insurance premiums is set to increase by less than two percent (2%) or more than seven (7%); and/or

b. if the NPERS contribution is determined to be the lowest or the highest possibilities;

either of the negotiation teams, Teachers or Board, may reopen negotiations to adjust compensation. Reopening should be requested by December 1 to discuss the following year.

7. ACCUMULATED LEAVE

A. Accumulated leave with pay shall be granted on the basis of one (1) eight-hour day per calendar month (12 days/96 hours per year) for each full-time employee, and pro-rated accordingly for part-time employees and those hired after September 1st. Accrued accumulated leave will be posted on each monthly payroll advice, and leave balances will be made available to employees online. Personal leave as described throughout Section 7 shall be available at the beginning of each contract year. Illness leave shall be at the beginning of the contract year. Teachers may access unearned accumulated leave, not to exceed the total accumulated leave for the contract year. Use of accumulated leave in excess of the employee's balance will result in a dock in pay.

B. Earned leave may be accumulated from year to year until a teacher has accumulated a maximum of one hundred twenty (120) days.

C. Accumulated Leave Buy-back Program: Teachers who have unused accumulated leave beyond the 120-day maximum at the end of a contract year will be eligible to annually sell back up to 12 unused days down to the 120-day maximum. Each day would be compensated at a rate of ½ the current daily substitute rate of pay.

D. When a teacher separates from the district, that teacher shall be paid for unused accumulated leave at the rate of one-half (1/2) of the district's current daily pay for substitute teachers, not to exceed ninety (90) days. This benefit may be withheld if the employee fails to fulfill the contract or has their contract canceled.

E. After three (3) consecutive days of an employee's absence for illness, the District may request a licensed physician's certificate for the absence to be counted as accumulated leave.

F. Accumulated leave may be taken for personal illness as well as for an illness of the

individual's family – (father, mother, grandfather, grandmother, father-in-law, mother-in-law, spouse, child, grandchild, brother, sister or legal dependent). Additional absences will be considered under the personal leave section of this agreement.

G. If an individual has exhausted his/her accumulated leave days due to personal illness or incapacitation or a dependent's illness or incapacitation (spouse or minor child for whom the employee is legally and financially responsible), the individual shall retain all employment rights and the district shall continue to pay all insurance premiums provided for in this contract during the time the employee is eligible as defined by the Family Medical Leave Act. H. A teacher shall be allowed to use available accumulated leave when he/she is adopting a child. Leave will be granted upon completion and approval of the Family and Medical Leave application.

I. Personal leave is for activities of an unusual nature that cannot be scheduled outside the teacher's regular duty day. Teachers shall apply for Personal Leave by submitting a request in writing (explanation or reason is not required) to the building administrator. The administrator shall acknowledge and submit the application to the Assistant Superintendent of Human Resources for his/her approval. Unused personal leave will convert to illness accumulated leave at the end of the school year.

The number of personal leave requests granted will not exceed 4% of the district teaching staff on any given contract day, and the number of personal leave requests granted per building will not exceed eight percent (8%) of the building's certified teaching staff.

The number of accumulated leave days that may be used for Personal Leave are as follows:

- Teachers may apply to use 4 of their 12 accumulated leave days as personal days per year.
- Days shall be granted in no less than half day increments when a sub is required and may be used intermittently or contiguously.

J. Qualified certified staff members have the option to exchange two accumulated sick leave days in order to gain one additional day of personal leave. A certified staff member may apply for this exchange annually by submitting an electronic form to Human Resources by the 1st of June.

- To qualify, a staff member must have completed 10 or more years of service.
- Those with 10 or more years of service may apply for one exchange annually.
- Those with 20 or more years of service may apply for two exchanges annually.

The newly converted days may be used beginning with the following school year (e.g. days exchanged by June 1, 2026-2021 may be used during the 2026-2721-22 school year).

8. EXTENDED LEAVE/LEAVE OF ABSENCE

A teacher who is not able to continue his/her teaching duties, due to personal or family reasons, may be considered for a leave of absence without pay.

A. Semester Long Extended Leave. Extended leave for one semester without pay may be granted if it is requested in writing. In order to initiate this type of leave, a letter must be submitted to the Assistant Superintendent of Human Resources requesting a semester long extended leave. Any extenuating circumstances may be included. The district will arrange for a substitute and the person requesting leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. The employee will retain all seniority and accumulated leave. Comparable

position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. Leave of Absence. If the teacher’s request is for a one-year leave of absence, the leave may be granted. If such leave is granted, the teacher will be able to return to a comparable position in the district. The district may deny a one-year request on the basis of availability of a substitute, a predicted RIF, or if the number of requests cause undue hardship on the district or a particular building. The district will maintain all seniority and accumulated sick leave for the employee. In order to initiate this type of leave, a letter must be submitted to the Assistant Superintendent of Human Resources requesting a leave of absence. This letter indicates the amount of leave requested will not exceed two school semesters. (The statement above “without pay” also includes all salary and fringe benefits, unless otherwise specified in this section). The District must be notified of the intent to return from a leave of absence by February 1. If notification is not received, resignation is posted and reapplication with the District must occur. The district may limit the amount of “Leave of Absence” approvals to no more than five per year.

9. ASSOCIATION LEAVE

A. The Association shall be granted forty (40) days total leave per year for the membership, provided that the Association shall assume and pay the cost of the engagement of any substitute teacher or teachers required on such occasions with coordination with the teacher’s building administrator.

B. An employee who is elected to a NEA/NSEA office or PLEA President shall, upon written application to the employer, be granted a leave of absence without pay of up to six (6) consecutive years. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier. The District will recognize time served in the PLEA President position for salary schedule advancement. The employee will retain all seniority and accumulated leave.

10. BEREAVEMENT LEAVE

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

Days	Relationship	Definitions which apply
Up to 10 consecutive days	Employee’s spouse, domestic partner, or child	-Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely. -“Child” is the employee’s biological child, adopted child, foster child, stepchild, or legal ward

Up to 5 consecutive days	Employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's home.	Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.
Up to 3 consecutive days	Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.	To be used for the purpose of attending the funeral services for the family member

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

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

11. SABBATICAL LEAVE

A. No more than two (2) Sabbatical Leaves will be granted in any one fiscal year. A teacher, to be eligible for Sabbatical Leave, shall have served in PLCS five (5) consecutive years. The only reimbursement for Sabbatical Leave will be the payment of the family health/single dental insurance premium for the individual involved, to the level agreed to in this negotiated agreement. The person receiving Sabbatical Leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. The teachers will be asked to sign an agreement that they will serve the District one (1) full school year for each semester of Sabbatical Leave granted. The deadline date for an application to be submitted to the Superintendent of Schools, or his/her designee, for Sabbatical Leave to be considered, is the first working day in March of the year the leave is requested.

12. PUBLIC OFFICE

A. An employee who is elected to a municipal, county, state or federal office shall, upon written application to the employer, be granted a leave of absence without pay of up to four (4) consecutive years except where prohibited by law. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee

upon payment of the premiums to the employer and acceptance by the carrier.

B. It is recognized that some employees elected to a public office as specified in 12A will decide to continue in their school district position while in office. There may be occasional obligations for the public office that will require time away from school. Permission may be granted to use up to five (5) of the employee's own accumulated days of paid sick leave each year for leave to attend in-state or out-of-state duties related to the public office position. It will be the responsibility of the employee to keep the supervisor informed and go through the process to request leave and a substitute with advanced notice.



13. MILITARY LEAVE

A. Any employee covered by this agreement shall be granted military leave consistent with Federal statutes.

14. JURY DUTY/ELECTION DUTY AND SUBPOENA LEAVE

A. Leave of absence with pay will be granted for jury duty. The teacher will notify the district when notification to serve on jury duty is received. Any pay received, less mileage will be reimbursed to the district.

B. Leave of absence with pay will be granted when a teacher is subpoenaed to appear in a court of law. Any pay received, less mileage, shall be reimbursed to the district.

C. Leave of absence with pay will be granted for election duty if summoned. The teacher will notify the district when notification to serve on the election board is received. Any pay received, less mileage, will be reimbursed to the district.

15. GRIEVANCE PROCEDURES

A. A claim upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers as specified in the contractual agreement between the Papillion-La Vista Education Association and the District and/or the interpretations, meaning, or application of the contractual agreement between the Papillion-La Vista Education Association and the District is a grievance.

B. A Teachers' Rights committee composed of not more than three (3) members of the Association shall be designated by the Association for the purpose of handling grievances. Meetings between this committee and the District representatives shall be arranged between these two groups on a mutually satisfactory basis. Grievances shall be handled immediately in the following manner:

(1) Between the principal and aggrieved party, with or without a representative of the Association. This meeting shall take place within ten (10) contract days of knowledge of the incident which is the basis of the grievance.

(2) If satisfactory adjustment of such grievance shall not thereby have been reached, the Grievant shall have the right to submit a written grievance with the Superintendent of Schools within ten (10) contract days of the conclusion of the meeting with his/her principal, as outlined above. A copy of the written grievance shall be filed with the designated member of the

Association Teachers' Rights Committee.

(3) Based on the written grievance, a hearing shall be conducted within ten (10) contract days after receipt of the written grievance. The Grievant may be represented by the Association at the hearing. The Superintendent of Schools shall within ten (10) contract days thereafter render the decision, in writing, to the Grievant and to the Association Grievance Committee. (4) In the event a dispute shall arise between the administration and the Association with reference to the proper interpretation or application of the provision of this contract, and if such dispute cannot be settled by mutual agreement of the parties, then, within ten (10) contract days, the District shall conduct a hearing on the grievance and shall render a decision thereon within ten (10) contract days following the hearing. The Grievant shall have the right to be represented at such a hearing by a representative of the Association. The decision of the District shall be reduced to writing, and written copies of the decision shall be provided to the Grievant, Superintendent of Schools, Principal of the Grievant, and to the local and state officers of the Association. (5) Any extension of time limitations of this procedure may be extended upon the written mutual agreement of both parties.

16. COMMUNICATIONS

A. The District will allow for a bulletin board and email communication from PLEA Officers to use for the posting and sharing of information to certificated staff members. The information on the bulletin board and in emails shall be limited to general information regarding meetings, elections, surveys, social activities, education activities, certificated staff vacancies, and other notices mutually agreed upon between the Association and the Superintendent of Schools or his designee.

B. The District will provide an electronic copy of all vacancy notices that may be posted by the Association President.

C. Endorsed vendors of NSEA will be allowed in District buildings before or after duty hours of employees so long as the educational process is not disrupted and employees are not required to participate in vendor activities.

D. Association meetings will be allowed in District buildings before or after the duty day so long as the educational process is not disrupted.

17. SUPPLEMENTARY SALARY SCHEDULE

A. The supplemental salaries are agreed upon and set forth in the Supplemental Salary Schedule attached to this agreement as Appendix "B". If the District decides to add a newly created position to the Supplementary Salary Schedule at any point during the contract year, a meeting with Papillion La Vista Education Association will be called to reach agreement on compensation for that position.

B. If two or more teachers are assigned to share a duty, the payout for that position will be split based upon the number of persons and the percentage of remuneration assigned to that duty.

C. Teachers who have completed ten (10) years of experience in a particular sport, activity or duty will receive a 10% increase in the standard supplemental salary for that category.

D. Employees who are not certified teachers but are covered by this contract who hold national

certification in other specialties that are equivalent to the National Board for Professional Teaching Standards Certification will receive a 5% of base increase in their salary. The school district will reimburse the examination/processing fee up to \$2,500 per individual at a maximum district total cost of \$8,000. The district will approve those representatives who qualify for reimbursement.

E. Employees who teach online courses outside of their duty day will be compensated. The rate of compensation for coursework that, if offered during the regular school day would be considered academic coursework (e.g., English, Social Studies, Math, Science, Business, Art History) may be paid a different rate than automated coursework (e.g., Physical Education). Listed as Extra Duty on the Supplemental Salary in Appendix B.

18. REDUCTION IN FORCE

A. Reductions in certificated staff may sometimes be necessary due to declining enrollment, budgetary considerations, program changes or other factors. Where possible, any reductions shall be accomplished through the normal attrition of the staff. Where normal attrition does not produce sufficient reductions, the superintendent will recommend to the Board the names of teachers to be terminated. All recommendations will follow the letter and spirit of applicable laws. In general, selections for RIF terminations will be made on the basis of least seniority. However, consideration must be given to (1) the program offerings of the district, (2) areas of certification and endorsement which may be required to maintain accreditation, (3) laws which may mandate certain employment practices, and (4) special qualifications that may require specific training and/or experience. Employees terminated through RIF will be offered re-employment by the district in any future opening for which they qualify for a period of two years. Upon re-employment, the employee shall resume the position on the salary schedule that is dictated by his/her experience, training and length of service to the district. B. The District will provide the Association names of employees RIF'd upon notification to said employee.

19. METHOD OF PAY

A. A direct deposit system exists for direct bank deposits of the monthly paychecks. The date of the direct deposits will be the fifteenth (15th) of each month.

20. WORKPLACE SAFETY COMMITTEE REPRESENTATION

A. The parties agree to collaboratively, through the Workplace Safety Committee process, develop improved security procedures, expand training opportunities for all staff, and engage in cooperative problem solving to improve workplace safety. The Association shall elect or appoint a member to serve on the District's Workplace Safety Committee. The term of this representative shall be two (2) years, and reappointment may occur. All PLEA members shall have the opportunity to express interest in serving on the committee. The Association will develop the process of seeking interested participants and appointing or electing their representatives to serve on this committee.

21. SEVERABILITY

A. If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

B. This Agreement will continue until replaced by a successor agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this ~~26²⁷~~th day of January 202~~6~~5.

PRESIDENT, PAPILLION-LA VISTA EDUCATION ASSOCIATION

PRESIDENT, BOARD OF EDUCATION

Appendix A1
Papillion La Vista Community Schools
Salary and Index Schedule 2025-2026

STEP	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36 EDSpec.	PhD EdD
1	1.000 \$40,750	1.045 \$42,584	1.090 \$44,418	1.135 \$46,251	1.180 \$48,085	1.225 \$49,919	1.270 \$51,753	1.315 \$53,586	1.360 \$55,420	1.405 \$57,254
2	1.040 \$42,380	1.085 \$44,214	1.130 \$46,048	1.175 \$47,881	1.220 \$49,715	1.265 \$51,549	1.310 \$53,383	1.355 \$55,216	1.400 \$57,050	1.445 \$58,884
3	1.080 \$44,010	1.125 \$45,844	1.170 \$47,678	1.215 \$49,511	1.260 \$51,345	1.305 \$53,179	1.350 \$55,013	1.395 \$56,846	1.440 \$58,680	1.485 \$60,514
4	1.120 \$45,640	1.165 \$47,474	1.210 \$49,308	1.255 \$51,141	1.300 \$52,975	1.345 \$54,809	1.390 \$56,643	1.435 \$58,476	1.480 \$60,310	1.525 \$62,144
5	1.160 \$47,270	1.205 \$49,104	1.250 \$50,938	1.295 \$52,771	1.340 \$54,605	1.385 \$56,439	1.430 \$58,273	1.475 \$60,106	1.520 \$61,940	1.565 \$63,774
6	1.200 \$48,900	1.245 \$50,734	1.290 \$52,568	1.335 \$54,401	1.380 \$56,235	1.425 \$58,069	1.470 \$59,903	1.515 \$61,736	1.560 \$63,570	1.605 \$65,404
7		1.285 \$52,364	1.330 \$54,198	1.375 \$56,031	1.420 \$57,865	1.465 \$59,699	1.510 \$61,533	1.555 \$63,366	1.600 \$65,200	1.645 \$67,034
8		1.325 \$53,994	1.370 \$55,828	1.415 \$57,661	1.460 \$59,495	1.505 \$61,329	1.550 \$63,163	1.595 \$64,996	1.640 \$66,830	1.685 \$68,664
9			1.410 \$57,458	1.455 \$59,291	1.500 \$61,125	1.545 \$62,959	1.590 \$64,793	1.635 \$66,626	1.680 \$68,460	1.725 \$70,294
10			1.450 \$59,088	1.495 \$60,921	1.540 \$62,755	1.585 \$64,589	1.630 \$66,423	1.675 \$68,256	1.720 \$70,090	1.765 \$71,924
11				1.535 \$62,551	1.580 \$64,385	1.625 \$66,219	1.670 \$68,053	1.715 \$69,886	1.760 \$71,720	1.805 \$73,554
12				1.575 \$64,181	1.620 \$66,015	1.665 \$67,849	1.710 \$69,683	1.755 \$71,516	1.800 \$73,350	1.845 \$75,184
13				1.615 \$65,811	1.660 \$67,645	1.705 \$69,479	1.750 \$71,313	1.795 \$73,146	1.840 \$74,980	1.885 \$76,814
14					1.700 \$69,275	1.745 \$71,109	1.790 \$72,943	1.835 \$74,776	1.880 \$76,610	1.925 \$78,444
15					1.740 \$70,905	1.785 \$72,739	1.830 \$74,573	1.875 \$76,406	1.920 \$78,240	1.965 \$80,074
16					1.780 \$72,535	1.825 \$74,369	1.870 \$76,203	1.915 \$78,036	1.960 \$79,870	2.005 \$81,704
17					1.800 \$73,350	1.845 \$75,184	1.890 \$77,018	1.935 \$78,851	1.980 \$80,685	2.025 \$82,519
18					1.810 \$73,758	1.855 \$75,591	1.900 \$77,425	1.945 \$79,259	1.990 \$81,093	2.035 \$82,926
19					1.820 \$74,165	1.865 \$75,999	1.910 \$77,833	1.955 \$79,666	2.000 \$81,500	2.045 \$83,334
20					1.830 \$74,573	1.875 \$76,406	1.920 \$78,240	1.965 \$80,074	2.010 \$81,908	2.055 \$83,741
21					1.840 \$74,980	1.885 \$76,814	1.930 \$78,648	1.975 \$80,481	2.020 \$82,315	2.065 \$84,149
22					1.860 \$75,795	1.905 \$77,629	1.950 \$79,463	1.995 \$81,296	2.040 \$83,130	2.085 \$84,964
23						1.915 \$78,036	1.960 \$79,870	2.005 \$81,704	2.050 \$83,538	2.095 \$85,371
24						1.925 \$78,444	1.970 \$80,278	2.015 \$82,111	2.060 \$83,945	2.105 \$85,779
25						1.935 \$78,851	1.980 \$80,685	2.025 \$82,519	2.070 \$84,353	2.115 \$86,186
26						1.945 \$79,259	1.990 \$81,093	2.035 \$82,926	2.080 \$84,760	2.125 \$86,594

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix A1
Papillion La Vista Community Schools
Salary and Index Schedule 2026-2027**

STEP	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36 EDSpec.	PhD EdD
1	1.000 \$41,325	1.045 \$43,185	1.090 \$45,044	1.135 \$46,904	1.180 \$48,764	1.225 \$50,623	1.270 \$52,483	1.315 \$54,342	1.360 \$56,202	1.405 \$58,062
2	1.040 \$42,978	1.085 \$44,838	1.130 \$46,697	1.175 \$48,557	1.220 \$50,417	1.265 \$52,276	1.310 \$54,136	1.355 \$55,995	1.400 \$57,855	1.445 \$59,715
3	1.080 \$44,631	1.125 \$46,491	1.170 \$48,350	1.215 \$50,210	1.260 \$52,070	1.305 \$53,929	1.350 \$55,789	1.395 \$57,648	1.440 \$59,508	1.485 \$61,368
4	1.120 \$46,284	1.165 \$48,144	1.210 \$50,003	1.255 \$51,863	1.300 \$53,723	1.345 \$55,582	1.390 \$57,442	1.435 \$59,301	1.480 \$61,161	1.525 \$63,021
5	1.160 \$47,937	1.205 \$49,797	1.250 \$51,656	1.295 \$53,516	1.340 \$55,376	1.385 \$57,235	1.430 \$59,095	1.475 \$60,954	1.520 \$62,814	1.565 \$64,674
6	1.200 \$49,590	1.245 \$51,450	1.290 \$53,309	1.335 \$55,169	1.380 \$57,029	1.425 \$58,888	1.470 \$60,748	1.515 \$62,607	1.560 \$64,467	1.605 \$66,327
7		1.285 \$53,103	1.330 \$54,962	1.375 \$56,822	1.420 \$58,682	1.465 \$60,541	1.510 \$62,401	1.555 \$64,260	1.600 \$66,120	1.645 \$67,980
8		1.325 \$54,756	1.370 \$56,615	1.415 \$58,475	1.460 \$60,335	1.505 \$62,194	1.550 \$64,054	1.595 \$65,913	1.640 \$67,773	1.685 \$69,633
9			1.410 \$58,268	1.455 \$60,128	1.500 \$61,988	1.545 \$63,847	1.590 \$65,707	1.635 \$67,566	1.680 \$69,426	1.725 \$71,286
10			1.450 \$59,921	1.495 \$61,781	1.540 \$63,641	1.585 \$65,500	1.630 \$67,360	1.675 \$69,219	1.720 \$71,079	1.765 \$72,939
11				1.535 \$63,434	1.580 \$65,294	1.625 \$67,153	1.670 \$69,013	1.715 \$70,872	1.760 \$72,732	1.805 \$74,592
12				1.575 \$65,087	1.620 \$66,947	1.665 \$68,806	1.710 \$70,666	1.755 \$72,525	1.800 \$74,385	1.845 \$76,245
13				1.615 \$66,740	1.660 \$68,600	1.705 \$70,459	1.750 \$72,319	1.795 \$74,178	1.840 \$76,038	1.885 \$77,898
14					1.700 \$70,253	1.745 \$72,112	1.790 \$73,972	1.835 \$75,831	1.880 \$77,691	1.925 \$79,551
15					1.740 \$71,906	1.785 \$73,765	1.830 \$75,625	1.875 \$77,484	1.920 \$79,344	1.965 \$81,204
16					1.780 \$73,559	1.825 \$75,418	1.870 \$77,278	1.915 \$79,137	1.960 \$80,997	2.005 \$82,857
17					1.800 \$74,385	1.845 \$76,245	1.890 \$78,104	1.935 \$79,964	1.980 \$81,824	2.025 \$83,683
18					1.810 \$74,798	1.855 \$76,658	1.900 \$78,518	1.945 \$80,377	1.990 \$82,237	2.035 \$84,096
19					1.820 \$75,212	1.865 \$77,071	1.910 \$78,931	1.955 \$80,790	2.000 \$82,650	2.045 \$84,510
20					1.830 \$75,625	1.875 \$77,484	1.920 \$79,344	1.965 \$81,204	2.010 \$83,063	2.055 \$84,923
21					1.840 \$76,038	1.885 \$77,898	1.930 \$79,757	1.975 \$81,617	2.020 \$83,477	2.065 \$85,336
22					1.860 \$76,865	1.905 \$78,724	1.950 \$80,584	1.995 \$82,443	2.040 \$84,303	2.085 \$86,163
23						1.915 \$79,137	1.960 \$80,997	2.005 \$82,857	2.050 \$84,716	2.095 \$86,576
24						1.925 \$79,551	1.970 \$81,410	2.015 \$83,270	2.060 \$85,130	2.105 \$86,989
25						1.935 \$79,964	1.980 \$81,824	2.025 \$83,683	2.070 \$85,543	2.115 \$87,402
26						1.945 \$80,377	1.990 \$82,237	2.035 \$84,096	2.080 \$85,956	2.125 \$87,816

The salary schedule above is called a "4.3 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.3%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

Appendix A2
Papillion La Vista Community Schools
School Nurse Salary and Index Schedule 2025-26

STEP	RN	BSN	BSN +9 or 135 CE's	BSN +18 or 270 CE's	BSN +27 or 405 CE's	BSN +36 or 540 CE's or MSN	MSN +9 or 135 new CE's	MSN +18 or 135 new/270 total CE's	MSN +27 or 135 new/405 total CE's	MSN +36 or 135 new/540 total CE's	Terminal Degree PhD/DNP/ EdD
1	1.000 \$40,750	1.000 \$40,750	1.045 \$42,584	1.090 \$44,418	1.135 \$46,251	1.180 \$48,085	1.225 \$49,919	1.270 \$51,753	1.315 \$53,586	1.360 \$55,420	1.405 \$57,254
2	1.040 \$42,380	1.040 \$42,380	1.085 \$44,214	1.130 \$46,048	1.175 \$47,881	1.220 \$49,715	1.265 \$51,549	1.310 \$53,383	1.355 \$55,216	1.400 \$57,050	1.445 \$58,884
3	1.080 \$44,010	1.080 \$44,010	1.125 \$45,844	1.170 \$47,678	1.215 \$49,511	1.260 \$51,345	1.305 \$53,179	1.350 \$55,013	1.395 \$56,846	1.440 \$58,680	1.485 \$60,514
4	1.120 \$45,640	1.120 \$45,640	1.165 \$47,474	1.210 \$49,308	1.255 \$51,141	1.300 \$52,975	1.345 \$54,809	1.390 \$56,643	1.435 \$58,476	1.480 \$60,310	1.525 \$62,144
5	1.160 \$47,270	1.160 \$47,270	1.205 \$49,104	1.250 \$50,938	1.295 \$52,771	1.340 \$54,605	1.385 \$56,439	1.430 \$58,273	1.475 \$60,106	1.520 \$61,940	1.565 \$63,774
6	1.200 \$48,900	1.200 \$48,900	1.245 \$50,734	1.290 \$52,568	1.335 \$54,401	1.380 \$56,235	1.425 \$58,069	1.470 \$59,903	1.515 \$61,736	1.560 \$63,570	1.605 \$65,404
7			1.285 \$52,364	1.330 \$54,198	1.375 \$56,031	1.420 \$57,865	1.465 \$59,699	1.510 \$61,533	1.555 \$63,366	1.600 \$65,200	1.645 \$67,034
8			1.325 \$53,994	1.370 \$55,828	1.415 \$57,661	1.460 \$59,495	1.505 \$61,329	1.550 \$63,163	1.595 \$64,996	1.640 \$66,830	1.685 \$68,664
9			1.410 \$57,458	1.455 \$59,291	1.455 \$59,291	1.500 \$61,125	1.545 \$62,959	1.590 \$64,793	1.635 \$66,626	1.680 \$68,460	1.725 \$70,294
10			1.450 \$59,088	1.495 \$60,921	1.495 \$60,921	1.540 \$62,755	1.585 \$64,589	1.630 \$66,423	1.675 \$68,256	1.720 \$70,090	1.765 \$71,924
11			1.535 \$62,551	1.580 \$64,385	1.580 \$64,385	1.625 \$66,219	1.670 \$68,053	1.715 \$69,886	1.760 \$71,720	1.805 \$73,554	1.805 \$73,554
12			1.575 \$64,181	1.620 \$66,015	1.620 \$66,015	1.665 \$67,849	1.710 \$69,683	1.755 \$71,516	1.800 \$73,350	1.845 \$75,184	1.845 \$75,184
13			1.615 \$65,811	1.660 \$67,645	1.660 \$67,645	1.705 \$69,479	1.750 \$71,313	1.795 \$73,146	1.840 \$74,980	1.885 \$76,814	1.885 \$76,814
14			1.700 \$69,275	1.745 \$71,109	1.745 \$71,109	1.790 \$72,943	1.835 \$74,776	1.880 \$76,610	1.925 \$78,444	1.970 \$80,278	1.970 \$80,278
15			1.740 \$70,905	1.785 \$72,739	1.785 \$72,739	1.830 \$74,573	1.875 \$76,406	1.920 \$78,240	1.965 \$80,074	2.010 \$81,908	2.010 \$81,908
16			1.780 \$72,535	1.825 \$74,369	1.825 \$74,369	1.870 \$76,203	1.915 \$78,036	1.960 \$79,870	2.005 \$81,704	2.050 \$83,538	2.050 \$83,538
17			1.800 \$73,350	1.845 \$75,184	1.845 \$75,184	1.890 \$77,018	1.935 \$78,851	1.980 \$80,685	2.025 \$82,519	2.070 \$84,353	2.070 \$84,353
18			1.810 \$73,758	1.855 \$75,591	1.855 \$75,591	1.900 \$77,425	1.945 \$79,259	1.990 \$81,093	2.035 \$82,926	2.080 \$84,760	2.080 \$84,760
19			1.820 \$74,165	1.865 \$75,999	1.865 \$75,999	1.910 \$77,833	1.955 \$79,666	2.000 \$81,500	2.045 \$83,334	2.090 \$85,168	2.090 \$85,168
20			1.830 \$74,573	1.875 \$76,406	1.875 \$76,406	1.920 \$78,240	1.965 \$80,074	2.010 \$81,908	2.055 \$83,741	2.100 \$85,575	2.100 \$85,575
21			1.840 \$74,980	1.885 \$76,814	1.885 \$76,814	1.930 \$78,648	1.975 \$80,481	2.020 \$82,315	2.065 \$84,149	2.110 \$85,983	2.110 \$85,983
22			1.860 \$75,795	1.905 \$77,629	1.905 \$77,629	1.950 \$79,463	1.995 \$81,296	2.040 \$83,130	2.085 \$84,964	2.130 \$86,798	2.130 \$86,798
23			1.915 \$78,036	1.960 \$79,870	1.960 \$79,870	2.005 \$81,704	2.050 \$83,538	2.095 \$85,371	2.140 \$87,205	2.185 \$89,039	2.185 \$89,039
24			1.925 \$78,444	1.970 \$80,278	1.970 \$80,278	2.015 \$82,111	2.060 \$83,945	2.105 \$85,779	2.150 \$87,613	2.195 \$89,447	2.195 \$89,447
25			1.935 \$78,851	1.980 \$80,685	1.980 \$80,685	2.025 \$82,519	2.070 \$84,353	2.115 \$86,186	2.160 \$87,950	2.205 \$89,714	2.205 \$89,714
26			1.945 \$79,259	1.990 \$81,093	1.990 \$81,093	2.035 \$82,926	2.080 \$84,760	2.125 \$86,594	2.170 \$88,428	2.215 \$90,292	2.215 \$90,292

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (LL) and Step 22 (LL) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix A2
Papillion La Vista Community Schools
School Nurse Salary and Index Schedule 2026-2027**

STEP	RN	BSN	BSN +9 or 135 CE's	BSN +18 or 270 CE's	BSN +27 or 405 CE's	BSN +36 or 540 CE's or MSN	MSN +9 or 135 new CE's	MSN +18 or 270 total CE's	MSN +27 405 total CE's	MSN +36 540 total CE's	Terminal Degree PhD/DNP/ EdD
1	1.000 \$41,325	1.000 \$41,325	1.045 \$43,185	1.090 \$45,044	1.135 \$46,904	1.180 \$48,764	1.225 \$50,623	1.270 \$52,483	1.315 \$54,342	1.360 \$56,202	1.405 \$58,062
2	1.040 \$42,978	1.040 \$42,978	1.085 \$44,838	1.130 \$46,697	1.175 \$48,557	1.220 \$50,417	1.265 \$52,276	1.310 \$54,136	1.355 \$55,995	1.400 \$57,855	1.445 \$59,715
3	1.080 \$44,631	1.080 \$44,631	1.125 \$46,491	1.170 \$48,350	1.215 \$50,210	1.260 \$52,070	1.305 \$53,929	1.350 \$55,789	1.395 \$57,648	1.440 \$59,508	1.485 \$61,368
4	1.120 \$46,284	1.120 \$46,284	1.165 \$48,144	1.210 \$50,003	1.255 \$51,863	1.300 \$53,723	1.345 \$55,582	1.390 \$57,442	1.435 \$59,301	1.480 \$61,161	1.525 \$63,021
5	1.160 \$47,937	1.160 \$47,937	1.205 \$49,797	1.250 \$51,656	1.295 \$53,516	1.340 \$55,376	1.385 \$57,235	1.430 \$59,095	1.475 \$60,954	1.520 \$62,814	1.565 \$64,674
6	1.200 \$49,590	1.200 \$49,590	1.245 \$51,450	1.290 \$53,309	1.335 \$55,169	1.380 \$57,029	1.425 \$58,888	1.470 \$60,748	1.515 \$62,607	1.560 \$64,467	1.605 \$66,327
7			1.285 \$53,103	1.330 \$54,962	1.375 \$56,822	1.420 \$58,682	1.465 \$60,541	1.510 \$62,401	1.555 \$64,260	1.600 \$66,120	1.645 \$67,980
8			1.325 \$54,756	1.370 \$56,615	1.415 \$58,475	1.460 \$60,335	1.505 \$62,194	1.550 \$64,054	1.595 \$65,913	1.640 \$67,773	1.685 \$69,633
9				1.410 \$58,268	1.455 \$60,128	1.500 \$61,988	1.545 \$63,847	1.590 \$65,707	1.635 \$67,566	1.680 \$69,426	1.725 \$71,286
10				1.450 \$59,921	1.495 \$61,781	1.540 \$63,641	1.585 \$65,500	1.630 \$67,360	1.675 \$69,219	1.720 \$71,079	1.765 \$72,939
11					1.535 \$63,434	1.580 \$65,294	1.625 \$67,153	1.670 \$69,013	1.715 \$70,872	1.760 \$72,732	1.805 \$74,592
12					1.575 \$65,087	1.620 \$66,947	1.665 \$68,806	1.710 \$70,666	1.755 \$72,525	1.800 \$74,385	1.845 \$76,245
13					1.615 \$66,740	1.660 \$68,600	1.705 \$70,459	1.750 \$72,319	1.795 \$74,178	1.840 \$76,038	1.885 \$77,898
14						1.700 \$70,253	1.745 \$72,112	1.790 \$73,972	1.835 \$75,831	1.880 \$77,691	1.925 \$79,551
15						1.740 \$71,906	1.785 \$73,765	1.830 \$75,625	1.875 \$77,484	1.920 \$79,344	1.965 \$81,204
16						1.780 \$73,559	1.825 \$75,418	1.870 \$77,278	1.915 \$79,137	1.960 \$80,997	2.005 \$82,857
17						1.800 \$74,385	1.845 \$76,245	1.890 \$78,104	1.935 \$79,964	1.980 \$81,824	2.025 \$83,683
18						1.810 \$74,798	1.855 \$76,658	1.900 \$78,518	1.945 \$80,377	1.990 \$82,237	2.035 \$84,096
19						1.820 \$75,212	1.865 \$77,071	1.910 \$78,931	1.955 \$80,790	2.000 \$82,650	2.045 \$84,510
20						1.830 \$75,625	1.875 \$77,484	1.920 \$79,344	1.965 \$81,204	2.010 \$83,063	2.055 \$84,923
21						1.840 \$76,038	1.885 \$77,898	1.930 \$79,757	1.975 \$81,617	2.020 \$83,477	2.065 \$85,336
22						1.860 \$76,865	1.905 \$78,724	1.950 \$80,584	1.995 \$82,443	2.040 \$84,303	2.085 \$86,163
23							1.915 \$79,137	1.960 \$80,997	2.005 \$82,857	2.050 \$84,716	2.095 \$86,576
24							1.925 \$79,551	1.970 \$81,410	2.015 \$83,270	2.060 \$85,130	2.105 \$86,989
25							1.935 \$79,964	1.980 \$81,824	2.025 \$83,683	2.070 \$85,543	2.115 \$87,402
26							1.945 \$80,377	1.990 \$82,237	2.035 \$84,096	2.080 \$85,956	2.125 \$87,816

The salary schedule above is called a "4.3 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix A3
Papillion La Vista Community Schools
Salary and Index Schedule 2027-2028**

STEP	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36 EDSpec.	PhD EdD
1	1.000 \$41,550	1.045 \$43,420	1.090 \$45,290	1.135 \$47,159	1.180 \$49,029	1.225 \$50,899	1.270 \$52,769	1.315 \$54,638	1.360 \$56,508	1.405 \$58,378
2	1.040 \$43,212	1.085 \$45,082	1.130 \$46,952	1.175 \$48,821	1.220 \$50,691	1.265 \$52,561	1.310 \$54,431	1.355 \$56,300	1.400 \$58,170	1.445 \$60,040
3	1.080 \$44,874	1.125 \$46,744	1.170 \$48,614	1.215 \$50,483	1.260 \$52,353	1.305 \$54,223	1.350 \$56,093	1.395 \$57,962	1.440 \$59,832	1.485 \$61,702
4	1.120 \$46,536	1.165 \$48,406	1.210 \$50,276	1.255 \$52,145	1.300 \$54,015	1.345 \$55,885	1.390 \$57,755	1.435 \$59,624	1.480 \$61,494	1.525 \$63,364
5	1.160 \$48,198	1.205 \$50,068	1.250 \$51,938	1.295 \$53,807	1.340 \$55,677	1.385 \$57,547	1.430 \$59,417	1.475 \$61,286	1.520 \$63,156	1.565 \$65,026
6	1.200 \$49,860	1.245 \$51,730	1.290 \$53,600	1.335 \$55,469	1.380 \$57,339	1.425 \$59,209	1.470 \$61,079	1.515 \$62,948	1.560 \$64,818	1.605 \$66,688
7		1.285 \$53,392	1.330 \$55,262	1.375 \$57,131	1.420 \$59,001	1.465 \$60,871	1.510 \$62,741	1.555 \$64,610	1.600 \$66,480	1.645 \$68,350
8		1.325 \$55,054	1.370 \$56,924	1.415 \$58,793	1.460 \$60,663	1.505 \$62,533	1.550 \$64,403	1.595 \$66,272	1.640 \$68,142	1.685 \$70,012
9			1.410 \$58,586	1.455 \$60,455	1.500 \$62,325	1.545 \$64,195	1.590 \$66,065	1.635 \$67,934	1.680 \$69,804	1.725 \$71,674
10			1.450 \$60,248	1.495 \$62,117	1.540 \$63,987	1.585 \$65,857	1.630 \$67,727	1.675 \$69,596	1.720 \$71,466	1.765 \$73,336
11				1.535 \$63,779	1.580 \$65,649	1.625 \$67,519	1.670 \$69,389	1.715 \$71,258	1.760 \$73,128	1.805 \$74,998
12				1.575 \$65,441	1.620 \$67,311	1.665 \$69,181	1.710 \$71,051	1.755 \$72,920	1.800 \$74,790	1.845 \$76,660
13				1.615 \$67,103	1.660 \$68,973	1.705 \$70,843	1.750 \$72,713	1.795 \$74,582	1.840 \$76,452	1.885 \$78,322
14					1.700 \$70,635	1.745 \$72,505	1.790 \$74,375	1.835 \$76,244	1.880 \$78,114	1.925 \$79,984
15					1.740 \$72,297	1.785 \$74,167	1.830 \$76,037	1.875 \$77,906	1.920 \$79,776	1.965 \$81,646
16					1.780 \$73,959	1.825 \$75,829	1.870 \$77,699	1.915 \$79,568	1.960 \$81,438	2.005 \$83,308
17					1.800 \$74,790	1.845 \$76,660	1.890 \$78,530	1.935 \$80,399	1.980 \$82,269	2.025 \$84,139
18					1.810 \$75,206	1.855 \$77,075	1.900 \$78,945	1.945 \$80,815	1.990 \$82,685	2.035 \$84,554
19					1.820 \$75,621	1.865 \$77,491	1.910 \$79,361	1.955 \$81,230	2.000 \$83,100	2.045 \$84,970
20					1.830 \$76,037	1.875 \$77,906	1.920 \$79,776	1.965 \$81,646	2.010 \$83,516	2.055 \$85,385
21					1.840 \$76,452	1.885 \$78,322	1.930 \$80,192	1.975 \$82,061	2.020 \$83,931	2.065 \$85,801
22					1.860 \$77,283	1.905 \$79,153	1.950 \$81,023	1.995 \$82,892	2.040 \$84,762	2.085 \$86,632
23						1.915 \$79,568	1.960 \$81,438	2.005 \$83,308	2.050 \$85,178	2.095 \$87,047
24						1.925 \$79,984	1.970 \$81,854	2.015 \$83,723	2.060 \$85,593	2.105 \$87,463
25						1.935 \$80,399	1.980 \$82,269	2.025 \$84,139	2.070 \$86,009	2.115 \$87,878
26						1.945 \$80,815	1.990 \$82,685	2.035 \$84,554	2.080 \$86,424	2.125 \$88,294

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix A4
Papillion La Vista Community Schools
School Nurse Salary and Index Schedule 2027-2028**

STEP	RN	BSN	BSN +9 or 135 CE's	BSN +18 or 270 CE's	BSN +27 or 405 CE's	BSN +36 or 540 CE's or MSN	MSN +9 or 135 new CE's	MSN +18 or 270 total CE's	MSN +27 405 total CE's	MSN +36 540 total CE's	Terminal Degree PhD/DNP/ EdD
1	1.000 \$41,550	1.000 \$41,550	1.045 \$43,420	1.090 \$45,290	1.135 \$47,159	1.180 \$49,029	1.225 \$50,899	1.270 \$52,769	1.315 \$54,638	1.360 \$56,508	1.405 \$58,378
2	1.040 \$43,212	1.040 \$43,212	1.085 \$45,082	1.130 \$46,952	1.175 \$48,821	1.220 \$50,691	1.265 \$52,561	1.310 \$54,431	1.355 \$56,300	1.400 \$58,170	1.445 \$60,040
3	1.080 \$44,874	1.080 \$44,874	1.125 \$46,744	1.170 \$48,614	1.215 \$50,483	1.260 \$52,353	1.305 \$54,223	1.350 \$56,093	1.395 \$57,962	1.440 \$59,832	1.485 \$61,702
4	1.120 \$46,536	1.120 \$46,536	1.165 \$48,406	1.210 \$50,276	1.255 \$52,145	1.300 \$54,015	1.345 \$55,885	1.390 \$57,755	1.435 \$59,624	1.480 \$61,494	1.525 \$63,364
5	1.160 \$48,198	1.160 \$48,198	1.205 \$50,068	1.250 \$51,938	1.295 \$53,807	1.340 \$55,677	1.385 \$57,547	1.430 \$59,417	1.475 \$61,286	1.520 \$63,156	1.565 \$65,026
6	1.200 \$49,860	1.200 \$49,860	1.245 \$51,730	1.290 \$53,600	1.335 \$55,469	1.380 \$57,339	1.425 \$59,209	1.470 \$61,079	1.515 \$62,948	1.560 \$64,818	1.605 \$66,688
7			1.285 \$53,392	1.330 \$55,262	1.375 \$57,131	1.420 \$59,001	1.465 \$60,871	1.510 \$62,741	1.555 \$64,610	1.600 \$66,480	1.645 \$68,350
8			1.325 \$55,054	1.370 \$56,924	1.415 \$58,793	1.460 \$60,663	1.505 \$62,533	1.550 \$64,403	1.595 \$66,272	1.640 \$68,142	1.685 \$70,012
9				1.410 \$58,586	1.455 \$60,455	1.500 \$62,325	1.545 \$64,195	1.590 \$66,065	1.635 \$67,934	1.680 \$69,804	1.725 \$71,674
10				1.450 \$60,248	1.495 \$62,117	1.540 \$63,987	1.585 \$65,857	1.630 \$67,727	1.675 \$69,596	1.720 \$71,466	1.765 \$73,336
11					1.535 \$63,779	1.580 \$65,649	1.625 \$67,519	1.670 \$69,389	1.715 \$71,258	1.760 \$73,128	1.805 \$74,998
12					1.575 \$65,441	1.620 \$67,311	1.665 \$69,181	1.710 \$71,051	1.755 \$72,920	1.800 \$74,790	1.845 \$76,660
13					1.615 \$67,103	1.660 \$68,973	1.705 \$70,843	1.750 \$72,713	1.795 \$74,582	1.840 \$76,452	1.885 \$78,322
14						1.700 \$70,635	1.745 \$72,505	1.790 \$74,375	1.835 \$76,244	1.880 \$78,114	1.925 \$79,984
15						1.740 \$72,297	1.785 \$74,167	1.830 \$76,037	1.875 \$77,906	1.920 \$79,776	1.965 \$81,646
16						1.780 \$73,959	1.825 \$75,829	1.870 \$77,699	1.915 \$79,568	1.960 \$81,438	2.005 \$83,308
17						1.800 \$74,790	1.845 \$76,660	1.890 \$78,530	1.935 \$80,399	1.980 \$82,269	2.025 \$84,139
18						1.810 \$75,206	1.855 \$77,075	1.900 \$78,945	1.945 \$80,815	1.990 \$82,685	2.035 \$84,554
19						1.820 \$75,621	1.865 \$77,491	1.910 \$79,361	1.955 \$81,230	2.000 \$83,100	2.045 \$84,970
20						1.830 \$76,037	1.875 \$77,906	1.920 \$79,776	1.965 \$81,646	2.010 \$83,516	2.055 \$85,385
21						1.840 \$76,452	1.885 \$78,322	1.930 \$80,192	1.975 \$82,061	2.020 \$83,931	2.065 \$85,801
22						1.860 \$77,283	1.905 \$79,153	1.950 \$81,023	1.995 \$82,892	2.040 \$84,762	2.085 \$86,632
23							1.915 \$79,568	1.960 \$81,438	2.005 \$83,308	2.050 \$85,178	2.095 \$87,047
24							1.925 \$79,984	1.970 \$81,854	2.015 \$83,723	2.060 \$85,593	2.105 \$87,463
25							1.935 \$80,399	1.980 \$82,269	2.025 \$84,139	2.070 \$86,009	2.115 \$87,878
26							1.945 \$80,815	1.990 \$82,685	2.035 \$84,554	2.080 \$86,424	2.125 \$88,294

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through step 16. Step 17 (L1) and Step 22 (L6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.

**Appendix B1 2025-26
Extra Duty Activities & Athletics**

			\$40,750.00	Base Salary
High School Athletic Duties	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	15.00%	6,112.50	6,723.75
Cross Country - Assistant Boys	1.5	10.50%	4,278.75	4,706.63
Cross Country - Head Girls	1	15.00%	6,112.50	6,723.75
Cross Country - Assistant Girls	1.5	10.50%	4,278.75	4,706.63
Football - Head	1	20.50%	8,353.75	9,189.13
Football - Varsity Assistant	3	12.00%	4,890.00	5,379.00
Football - Head JV	1	12.00%	4,890.00	5,379.00
Football - Assistant JV	2	10.50%	4,278.75	4,706.63
Football - Head Reserve	1	10.50%	4,278.75	4,706.63
Football - Assistant Reserve	2	8.50%	3,463.75	3,810.13
Football - Head 9th	1	9.50%	3,871.25	4,258.38
Football - Assistant 9th	2	8.00%	3,260.00	3,586.00
Golf - Head Girls	1	9.00%	3,667.50	4,034.25
Golf - Assistant Girls	1	8.00%	3,260.00	3,586.00
Softball - Head	1	15.00%	6,112.50	6,723.75
Softball - Varsity Assistant	1	10.50%	4,278.75	4,706.63
Softball - Head JV	1	10.50%	4,278.75	4,706.63
Softball - Reserve	1	9.50%	3,871.25	4,258.38
Tennis - Head Boys	1	9.00%	3,667.50	4,034.25
Tennis - Assistant Boys	1	8.00%	3,260.00	3,586.00
Volleyball - Head Coach	1	20.50%	8,353.75	9,189.13
Volleyball - Varsity Assistant	1	12.00%	4,890.00	5,379.00
Volleyball - Head JV	1	12.00%	4,890.00	5,379.00
Volleyball - Reserve	1	10.50%	4,278.75	4,706.63
Volleyball - Head 9th	1	9.50%	3,871.25	4,258.38
<i>Winter Athletic Duties</i>				
Basketball Head Boys	1	20.50%	8,353.75	9,189.13
Basketball - Varsity Assistant Boys	1	12.00%	4,890.00	5,379.00
Basketball - Head JV Boys	1	12.00%	4,890.00	5,379.00
Basketball -Reserve Boys	1	10.50%	4,278.75	4,706.63
Basketball - Head 9th Boys	1	9.50%	3,871.25	4,258.38
Basketball - Assistant 9th Boys	1	8.00%	3,260.00	3,586.00
Basketball - Head Girls	1	20.50%	8,353.75	9,189.13
Basketball - Varsity Assistant Girls	1	12.00%	4,890.00	5,379.00
Basketball - Head JV Girls	1	12.00%	4,890.00	5,379.00
Basketball - Reserve Girls	1	10.50%	4,278.75	4,706.63
Bowling - Head Boys	1	9.00%	3,667.50	4,034.25
Bowling - Head Girls	1	9.00%	3,667.50	4,034.25
Bowling - Assistant Boys & Girls	1	6.50%	2,648.75	2,913.63
Swimming - Head Boys & Girls	1	17.50%	7,131.25	7,844.38

Swimming - Assistant Boys & Girls	3	8.50%	3,463.75	3,810.13
Wrestling - Head Boys	1	15.00%	6,112.50	6,723.75
Wrestling - Assistant Boys	2	10.50%	4,278.75	4,706.63
Wrestling - Head Girls	1	15.00%	6,112.50	6,723.75
Wrestling - Assistant Girls	2	10.50%	4,278.75	4,706.63
<i>Spring Athletic Duties</i>				
Baseball - Head	1	15.00%	6,112.50	6,723.75
Baseball - Varsity Assistant	2	10.50%	4,278.75	4,706.63
Baseball - Head JV	1	10.50%	4,278.75	4,706.63
Baseball - Reserve	1	9.50%	3,871.25	4,258.38
Golf - Head Boys	1	9.00%	3,667.50	4,034.25
Golf - Assistant Boys	1	8.00%	3,260.00	3,586.00
Soccer - Head Boys	1	15.00%	6,112.50	6,723.75
Soccer - Varsity Assistant	1	10.50%	4,278.75	4,706.63
Soccer - Head JV Boys	1	10.50%	4,278.75	4,706.63
Soccer -Reserve Boys	1	9.50%	3,871.25	4,258.38
Soccer - Head Girls	1	15.00%	6,112.50	6,723.75
Soccer - Varsity Assistant	1	10.50%	4,278.75	4,706.63
Soccer - Head JV Girls	1	10.50%	4,278.75	4,706.63
Soccer - Reserve Girls	1	9.50%	3,871.25	4,258.38
Tennis - Head Girls	1	9.00%	3,667.50	4,034.25
Tennis - Assistant Girls	1	8.00%	3,260.00	3,586.00
Track - Head Boys	1	15.00%	6,112.50	6,723.75
Track - Assistant Boys	4	10.50%	4,278.75	4,706.63
Track - Head Girls	1	15.00%	6,112.50	6,723.75
Track - Assistant Girls	4	10.50%	4,278.75	4,706.63
<i>Athletic Duties</i>				
Athletic Trainer (1 per season)	3	14.00%	5,705.00	6,275.50
Intramural Director	1	4.00%	1,630.00	1,793.00
Unified Sports	3	6.00%	2,445.00	2,689.50
Weight Training (1 per season plus 2 for summer)	5	6.00%	2,445.00	2,689.50
Aquatics Director	1	32.50%	13,243.75	14,568.13
Cheerleading - Head	1	15.00%	6,112.50	6,723.75
Cheerleading - Assistant	1	8.00%	3,260.00	3,586.00
Cheerleading - Freshman	1	8.00%	3,260.00	3,586.00
Dance Team - Head	1	15.00%	6,112.50	6,723.75
Dance Team - Assistant	1	8.00%	3,260.00	3,586.00
<i>High School Activity Duties</i>				
Concessions	1	4.00%	1,630.00	1,793.00
Debate	1	10.00%	4,075.00	4,482.50
Honor Society - Head	1	8.50%	3,463.75	3,810.13
Honor Society - Assistant	1	4.25%	1,731.88	1,905.06
Mock Trial	1	3.00%	1,222.50	1,344.75
Magazine	1	8.00%	3,260.00	3,586.00
ROTC	2	7.00%	2,852.50	3,137.75

Speech	1	10.00%	4,075.00	4,482.50
Student Council - Head	1	8.50%	3,463.75	3,810.13
Student Council - Assistant	1	4.25%	1,731.88	1,905.06
Yearbook	1	8.00%	3,260.00	3,586.00
Clubs	10	4.00%	1,630.00	1,793.00
DECA - Head	1	9.00%	3,667.50	4,034.25
DECA - Assistant	1	5.00%	2,037.50	2,241.25
Skills USA (VICA)	1	9.00%	3,667.50	4,034.25
Diversity Club	1	4.00%	1,630.00	1,793.00
Gaming Club	1	4.00%	1,630.00	1,793.00
High Ability Club	1	3.50%	1,426.25	1,568.88
Hope Squad Club	2	4.00%	1,630.00	1,793.00
Drama	1	7.00%	2,852.50	3,137.75
Fall Play	1	5.00%	2,037.50	2,241.25
1 Act Play/Play Production	1	6.00%	2,445.00	2,689.50
Musical Director	1	10.00%	4,075.00	4,482.50
Musical Assistant Director	1	7.00%	2,852.50	3,137.75
Flag Corps	1	8.00%	3,260.00	3,586.00
Instrumental Music - Head	1	20.50%	8,353.75	9,189.13
Instrumental Music - Assistant	1	10.00%	4,075.00	4,482.50
Vocal Music - Head	1	15.50%	6,316.25	6,947.88
Vocal Music - Assistant	1	10.00%	4,075.00	4,482.50
<i>Career and Technology Student Organizations (per District)</i>				
Athletic Training	1	7.50%	3,056.25	3,361.88
EdRising	2	4.00%	1,630.00	1,793.00
HOSA	3	4.00%	1,630.00	1,793.00
PLV Media Club	1	15.00%	6,112.50	6,723.75
Pro Start (Culinary Arts Club Sponsor)	2	4.00%	1,630.00	1,793.00
STEM	2	4.00%	1,630.00	1,793.00
Zoo	1	4.00%	1,630.00	1,793.00
Department Leader Academy	2	7.50%	3,056.25	3,361.88
<i>High School Duties</i>				
Class Sponsor - Senior	2	4.00%	1,630.00	1,793.00
Class Sponsor - Junior	2	4.00%	1,630.00	1,793.00
Class Sponsor - Sophomore	1	2.25%	916.88	1,008.56
Class Sponsor - Freshman	1	2.25%	916.88	1,008.56
Department Leader (core)	5	9.00%	3,667.50	4,034.25
Department Leader (non core)	6	7.50%	3,056.25	3,361.88
HAL Coordinator	1	4.00%	1,630.00	1,793.00
Leaders Empowering Innovation	4	2.00%	815.00	896.50
Continuous Improvement Process (CIP) Chair	1	5.00%	2,037.50	2,241.25
Crisis Prevention Institute Team	4	2.00%	815.00	896.50
Academic Online Course Compensation		\$2,500 Base	Up to 15 students	>15=\$50 per students, 16+ max 35 students
Automated Online Performance Course Compensation		\$1,500 Base	Up to 25 students	>25=\$40 per students 26+, max 50 students

Middle School Activities & Athletics	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	7.50%	3,056.25	3,361.88
Cross Country - Head Girls	1	7.50%	3,056.25	3,361.88
Cross Country - Assistant Boys & Girls	1	5.50%	2,241.25	2,465.38
Football - Head	1	7.50%	3,056.25	3,361.88
Football - Assistant	5	6.00%	2,445.00	2,689.50
Volleyball - Head	1	7.50%	3,056.25	3,361.88
Volleyball - Assistant	2	5.50%	2,241.25	2,465.38
<i>Winter Athletic Duties</i>				
Basketball - Head Boys	1	7.50%	3,056.25	3,361.88
Basketball - Assistant Boys	3	5.50%	2,241.25	2,465.38
Basketball - Head Girls	1	7.50%	3,056.25	3,361.88
Basketball - Assistant Girls	3	5.50%	2,241.25	2,465.38
Wrestling - Head Boys	1	7.50%	3,056.25	3,361.88
Wrestling - Assistant Boys	2	5.50%	2,241.25	2,465.38
Wrestling - Head Girls	1	7.50%	3,056.25	3,361.88
Wrestling - Assistant Girls	2	5.50%	2,241.25	2,465.38
<i>Spring Athletic Duties</i>				
Track - Head Boys	1	7.50%	3,056.25	3,361.88
Track - Assistant Boys		5.50%	2,241.25	2,465.38
Track - Head Girls		7.50%	3,056.25	3,361.88
Track - Assistant Girls	3	5.50%	2,241.25	2,465.38
<i>Athletic Duties</i>				
Activities Director	1	15.00%	6,112.50	6,723.75
Intramural Assistant (2 per season)	6	2.00%	815.00	896.50
Unified Sports	2	4.00%	1,630.00	1,793.00
Weight Training	1	4.00%	1,630.00	1,793.00
<i>Middle School Activities</i>				
Honor Society	1	4.00%	1,630.00	1,793.00
Student Council	1	4.00%	1,630.00	1,793.00
STEM Club	1	4.00%	1,630.00	1,793.00
Clubs	6	4.00%	1,630.00	1,793.00
Yearbook	1	4.00%	1,630.00	1,793.00
<i>Middle School Duties</i>				
Team Leader	6	7.50%	3,056.25	3,361.88
Department Leader	5	6.00%	2,445.00	2,689.50
HAL Coordinator	2	3.50%	1,426.25	1,568.88
Leaders Empowering Innovation	3	2.00%	815.00	896.50
Continuous Improvement Process (CIP) Chair	2	5.00%	2,037.50	2,241.25
Crisis Prevention Institute Team	4	2.00%	815.00	896.50
Instrumental Music	1	9.00%	3,667.50	4,034.25
Vocal Music	1	9.00%	3,667.50	4,034.25

Elementary School Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Clubs	2	3.50%	1,426.25	1,568.88
HAL Clubs	3	3.50%	1,426.25	1,568.88
Building Supervisor	1	5.00%	2,037.50	2,241.25
Safety Patrol	1	4.00%	1,630.00	1,793.00
Leaders Empowering Innovation	2	2.00%	815.00	896.50
Instrumental Music	1	2.00%	815.00	896.50
Vocal Music	1	3.50%	1,426.25	1,568.88
Continuous Improvement Process (CIP) Chair	1	5.00%	2,037.50	2,241.25
Crisis Prevention Institute Team	4	2.00%	815.00	896.50
District Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Outdoor Education Director	1	NA	5,000.00	5,500.00
Team Leader - Nurse	1	7.50%	3,056.25	3,361.88
Team Leader - YATP	1	7.50%	3,056.25	3,361.88
Art Elementary Team Leader	1	2.00%	815.00	896.50
Counselor Elementary Team Leader	1	2.00%	815.00	896.50
Library Elementary Team Leader	1	2.00%	815.00	896.50
Vocal/Instrumental Elementary Team Leader	1	2.00%	815.00	896.50
Physical Education Elementary Team Leader	1	2.00%	815.00	896.50
Education Outreach Team (HS, MS, Elem, SPED)	4	4.00%	1,630.00	1,793.00
Cooperating Teacher (partial semester)			\$200.00	
Cooperating Teacher (full semester)			\$400.00	
Curriculum/Summer School/Night School			\$33.00/hr	
Extra Duty Event Workers/Supervision			\$20.00/hr	
Administration may decide not to fill a position at their discretion.				

**Appendix B1 2026-2027
Extra Duty Activities & Athletics**

			\$41,325.00 Base Salary	
High School Athletic Duties	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	15.00%	6,198.75	6,818.63
Cross Country - Assistant Boys	1.5	10.50%	4,339.13	4,773.04
Cross Country - Head Girls	1	15.00%	6,198.75	6,818.63
Cross Country - Assistant Girls	1.5	10.50%	4,339.13	4,773.04
Football - Head	1	20.50%	8,471.63	9,318.79
Football - Varsity Assistant	3	12.00%	4,959.00	5,454.90
Football - Head JV	1	12.00%	4,959.00	5,454.90
Football - Assistant JV	2	10.50%	4,339.13	4,773.04
Football - Head Reserve	1	10.50%	4,339.13	4,773.04
Football - Assistant Reserve	2	8.50%	3,512.63	3,863.89
Football - Head 9th	1	9.50%	3,925.88	4,318.46
Football - Assistant 9th	2	8.00%	3,306.00	3,636.60
Golf - Head Girls	1	9.00%	3,719.25	4,091.18
Golf - Assistant Girls	1	8.00%	3,306.00	3,636.60
Softball - Head	1	15.00%	6,198.75	6,818.63
Softball - Varsity Assistant	2	10.50%	4,339.13	4,773.04
Softball - Head JV	1	10.50%	4,339.13	4,773.04
Softball - Reserve	1	9.50%	3,925.88	4,318.46
Tennis - Head Boys	1	9.00%	3,719.25	4,091.18
Tennis - Assistant Boys	1	8.00%	3,306.00	3,636.60
Volleyball - Head Coach	1	20.50%	8,471.63	9,318.79
Volleyball - Varsity Assistant	1	12.00%	4,959.00	5,454.90
Volleyball - Head JV	1	12.00%	4,959.00	5,454.90
Volleyball - Reserve	1	10.50%	4,339.13	4,773.04
Volleyball - Head 9th	1	9.50%	3,925.88	4,318.46
<i>Winter Athletic Duties</i>				
Basketball Head Boys	1	20.50%	8,471.63	9,318.79
Basketball - Varsity Assistant Boys	1	12.00%	4,959.00	5,454.90
Basketball - Head JV Boys	1	12.00%	4,959.00	5,454.90
Basketball -Reserve Boys	1	10.50%	4,339.13	4,773.04
Basketball - Head 9th Boys	1	9.50%	3,925.88	4,318.46
Basketball - Assistant 9th Boys	1	8.00%	3,306.00	3,636.60
Basketball - Head Girls	1	20.50%	8,471.63	9,318.79
Basketball - Varsity Assistant Girls	1	12.00%	4,959.00	5,454.90
Basketball - Head JV Girls	1	12.00%	4,959.00	5,454.90
Basketball - Reserve Girls	1	10.50%	4,339.13	4,773.04
Bowling - Head Boys	1	9.00%	3,719.25	4,091.18
Bowling - Head Girls	1	9.00%	3,719.25	4,091.18
Bowling - Assistant Boys & Girls	1	6.50%	2,686.13	2,954.74
Swimming - Head Boys & Girls	1	17.50%	7,231.88	7,955.06
Swimming - Assistant Boys & Girls	3	8.50%	3,512.63	3,863.89
Wrestling - Head Boys	1	15.00%	6,198.75	6,818.63

Wrestling - Assistant Boys	2	10.50%	4,339.13	4,773.04
Wrestling - Head Girls	1	15.00%	6,198.75	6,818.63
Wrestling - Assistant Girls	2	10.50%	4,339.13	4,773.04
<i>Spring Athletic Duties</i>				
Baseball - Head	1	15.00%	6,198.75	6,818.63
Baseball - Varsity Assistant	2	10.50%	4,339.13	4,773.04
Baseball - Head JV	1	10.50%	4,339.13	4,773.04
Baseball - Reserve	1	9.50%	3,925.88	4,318.46
Golf - Head Boys	1	9.00%	3,719.25	4,091.18
Golf - Assistant Boys	1	8.00%	3,306.00	3,636.60
Soccer - Head Boys	1	15.00%	6,198.75	6,818.63
Soccer - Varsity Assistant	1	10.50%	4,339.13	4,773.04
Soccer - Head JV Boys	1	10.50%	4,339.13	4,773.04
Soccer - Reserve Boys	1	9.50%	3,925.88	4,318.46
Soccer - Head Girls	1	15.00%	6,198.75	6,818.63
Soccer - Varsity Assistant	1	10.50%	4,339.13	4,773.04
Soccer - Head JV Girls	1	10.50%	4,339.13	4,773.04
Soccer - Reserve Girls	1	9.50%	3,925.88	4,318.46
Tennis - Head Girls	1	9.00%	3,719.25	4,091.18
Tennis - Assistant Girls	1	8.00%	3,306.00	3,636.60
Track - Head Boys	1	15.00%	6,198.75	6,818.63
Track - Assistant Boys	4	10.50%	4,339.13	4,773.04
Track - Head Girls	1	15.00%	6,198.75	6,818.63
Track - Assistant Girls	4	10.50%	4,339.13	4,773.04
<i>Athletic Duties</i>				
Athletic Trainer (1 per season)	3	14.00%	5,785.50	6,364.05
Intramural Director	1	4.00%	1,653.00	1,818.30
Unified Sports	3	6.00%	2,479.50	2,727.45
Weight Training (1 per season plus 2 for summer)	5	6.00%	2,479.50	2,727.45
Aquatics Director	1	32.50%	13,430.63	14,773.69
Cheerleading - Head	1	15.00%	6,198.75	6,818.63
Cheerleading - Assistant	1	8.00%	3,306.00	3,636.60
Cheerleading - Freshman	1	8.00%	3,306.00	3,636.60
Dance Team - Head	1	15.00%	6,198.75	6,818.63
Dance Team - Assistant	1	8.00%	3,306.00	3,636.60
<i>High School Activity Duties</i>				
Concessions	1	4.00%	1,653.00	1,818.30
Debate	1	10.00%	4,132.50	4,545.75
Honor Society - Head	1	8.50%	3,512.63	3,863.89
Honor Society - Assistant	1	4.25%	1,756.31	1,931.94
Mock Trial	1	3.00%	1,239.75	1,363.73
Magazine	1	8.00%	3,306.00	3,636.60
ROTC	2	7.00%	2,892.75	3,182.03
Speech	1	10.00%	4,132.50	4,545.75
Student Council - Head	1	8.50%	3,512.63	3,863.89
Student Council - Assistant	1	4.25%	1,756.31	1,931.94
Unified School Chair	1	6.00%	2,479.50	2,727.45

Yearbook	1	8.00%	3,306.00	3,636.60
Clubs	10	4.00%	1,653.00	1,818.30
DECA - Head	1	9.00%	3,719.25	4,091.18
DECA - Assistant	1	5.00%	2,066.25	2,272.88
Skills USA (vica)	1	9.00%	3,719.25	4,091.18
Diversity Club	1	4.00%	1,653.00	1,818.30
Gaming Club	1	4.00%	1,653.00	1,818.30
High Ability Club	1	3.50%	1,446.38	1,591.01
Hope Squad Club	2	4.00%	1,653.00	1,818.30
Drama	1	7.00%	2,892.75	3,182.03
Fall Play	1	5.00%	2,066.25	2,272.88
1 Act Play/Play Production	1	6.00%	2,479.50	2,727.45
Musical Director	1	10.00%	4,132.50	4,545.75
Musical Assistant Director	1	7.00%	2,892.75	3,182.03
Flag Corps	1	8.00%	3,306.00	3,636.60
Instrumental Music - Head	1	20.50%	8,471.63	9,318.79
Instrumental Music - Assistant	1	10.00%	4,132.50	4,545.75
Vocal Music - Head	1	15.50%	6,405.38	7,045.91
Vocal Music - Assistant	1	10.00%	4,132.50	4,545.75
<i>Career and Technology Student Organizations (per District)</i>				
Athletic Training	2	7.50%	3,099.38	3,409.31
EdRising	2	4.00%	1,653.00	1,818.30
HOSA	3	4.00%	1,653.00	1,818.30
PLV Media Club	1	15.00%	6,198.75	6,818.63
Pro Start (Culinary Arts Club Sponsor)	2	4.00%	1,653.00	1,818.30
STEM	2	4.00%	1,653.00	1,818.30
Zoo Academy Club	1	4.00%	1,653.00	1,818.30
Zoo Academy Hope Squad	1	2.00%	826.50	909.15
Health Academy Hope Squad	1	2.00%	826.50	909.15
Department Leader Academy	2	7.50%	3,099.38	3,409.31
<i>High School Duties</i>				
Class Sponsor - Senior	2	4.00%	1,653.00	1,818.30
Class Sponsor - Junior	2	4.00%	1,653.00	1,818.30
Class Sponsor - Sophomore	1	2.25%	929.81	1,022.79
Class Sponsor - Freshman	1	2.25%	929.81	1,022.79
Department Leader (core)	5	9.00%	3,719.25	4,091.18
Department Leader (non core)	6	7.50%	3,099.38	3,409.31
HAL Coordinator	1	4.00%	1,653.00	1,818.30
Leaders Empowering Innovation	4	2.00%	826.50	909.15
Continuous Improvement Process (CIP) Chair	1	5.00%	2,066.25	2,272.88
Crisis Prevention Institute Team	4	2.00%	826.50	909.15
Academic Online Course Compensation		\$2,500 Base	Up to 15 students	max 35 students
Automated Online Performance Course Compensation		\$1,500 Base	Up to 25 students	>25=\$40 per students 26+, max 50 students

Middle School Activities & Athletics	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	7.50%	3,099.38	3,409.31
Cross Country - Head Girls	1	7.50%	3,099.38	3,409.31
Cross Country - Assistant Boys & Girls	1	5.50%	2,272.88	2,500.16
Football - Head	1	7.50%	3,099.38	3,409.31
Football - Assistant	5	6.00%	2,479.50	2,727.45
Volleyball - Head	1	7.50%	3,099.38	3,409.31
Volleyball - Assistant	3	5.50%	2,272.88	2,500.16
<i>Winter Athletic Duties</i>				
Basketball - Head Boys	1	7.50%	3,099.38	3,409.31
Basketball - Assistant Boys	3	5.50%	2,272.88	2,500.16
Basketball - Head Girls	1	7.50%	3,099.38	3,409.31
Basketball - Assistant Girls	3	5.50%	2,272.88	2,500.16
Wrestling - Head Boys	1	7.50%	3,099.38	3,409.31
Wrestling - Assistant Boys	2	5.50%	2,272.88	2,500.16
Wrestling - Head Girls	1	7.50%	3,099.38	3,409.31
Wrestling - Assistant Girls	2	5.50%	2,272.88	2,500.16
<i>Spring Athletic Duties</i>				
Track - Head Boys	1	7.50%	3,099.38	3,409.31
Track - Assistant Boys	3	5.50%	2,272.88	2,500.16
Track - Head Girls	1	7.50%	3,099.38	3,409.31
Track - Assistant Girls	3	5.50%	2,272.88	2,500.16
<i>Athletic Duties</i>				
Activities Director	1	15.00%	6,198.75	6,818.63
Intramural Assistant (2 per season)	6	2.00%	826.50	909.15
Unified Sports	2	4.00%	1,653.00	1,818.30
Weight Training	1	4.00%	1,653.00	1,818.30
<i>Middle School Activities</i>				
Honor Society	1	4.00%	1,653.00	1,818.30
Student Council	1	4.00%	1,653.00	1,818.30
STEM Club	1	4.00%	1,653.00	1,818.30
Clubs	6	4.00%	1,653.00	1,818.30
Unified School Chair	1	4.00%	1,653.00	1,818.30
Yearbook	1	4.00%	1,653.00	1,818.30
<i>Middle School Duties</i>				
Team Leader	6	7.50%	3,099.38	3,409.31
Department Leader	5	6.00%	2,479.50	2,727.45
HAL Coordinator	2	3.50%	1,446.38	1,591.01
Leaders Empowering Innovation	3	2.00%	826.50	909.15
Continuous Improvement Process (CIP) Chair	2	5.00%	2,066.25	2,272.88
Crisis Prevention Institute Team	4	2.00%	826.50	909.15
Instrumental Music	1	9.00%	3,719.25	4,091.18
Vocal Music	1	9.00%	3,719.25	4,091.18

Elementary School Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Clubs	2	3.50%	1,446.38	1,591.01
HAL Clubs	3	3.50%	1,446.38	1,591.01
Unified Sports	2	2.00%	826.50	909.15
Building Supervisor	1	5.00%	2,066.25	2,272.88
Safety Patrol	1	4.00%	1,653.00	1,818.30
Leaders Empowering Innovation	2	2.00%	826.50	909.15
Instrumental Music	1	2.00%	826.50	909.15
Vocal Music	1	3.50%	1,446.38	1,591.01
Continuous Improvement Process (CIP) Chair	1	5.00%	2,066.25	2,272.88
Crisis Prevention Institute Team	4	2.00%	826.50	909.15
District Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Outdoor Education Director	1	NA	5,000.00	5,500.00
Team Leader - Nurse	1	7.50%	3,099.38	3,409.31
Team Leader - YATP	1	7.50%	3,099.38	3,409.31
Team Leader - HAL	1	5.00%	2,066.25	2,272.88
Art Elementary Team Leader	1	2.00%	826.50	909.15
Counselor Elementary Team Leader	1	2.00%	826.50	909.15
Library Elementary Team Leader	1	2.00%	826.50	909.15
Vocal/Instrumental Elementary Team Leader	1	2.00%	826.50	909.15
Physical Education Elementary Team Leader	1	2.00%	826.50	909.15
Education Outreach Team (HS, MS, Elem, SPED)	4	4.00%	1,653.00	1,818.30
Cooperating Teacher (partial semester)			\$200.00	
Cooperating Teacher (full semester)			\$400.00	
Curriculum/Summer School/Night School			\$33.00/hr	
Extra Duty Event Workers/Supervision			\$20.00/hr	

Administration may decide not to fill a position at their discretion.

**Appendix B2 2027-2028
Extra Duty Activities & Athletics**

High School Athletic Duties	Allocated FTE	%	\$41,550.00 Base Salary	
			Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	15.00%	6,232.50	6,855.75
Cross Country - Assistant Boys	1.5	10.50%	4,362.75	4,799.03
Cross Country - Head Girls	1	15.00%	6,232.50	6,855.75
Cross Country - Assistant Girls	1.5	10.50%	4,362.75	4,799.03
Football - Head	1	20.50%	8,517.75	9,369.53
Football - Varsity Assistant	3	12.00%	4,986.00	5,484.60
Football - Head JV	1	12.00%	4,986.00	5,484.60
Football - Assistant JV	2	10.50%	4,362.75	4,799.03
Football - Head Reserve	1	10.50%	4,362.75	4,799.03
Football - Assistant Reserve	2	8.50%	3,531.75	3,884.93
Football - Head 9th	1	9.50%	3,947.25	4,341.98
Football - Assistant 9th	2	8.00%	3,324.00	3,656.40
Golf - Head Girls	1	9.00%	3,739.50	4,113.45
Golf - Assistant Girls	1	8.00%	3,324.00	3,656.40
Softball - Head	1	15.00%	6,232.50	6,855.75
Softball - Varsity Assistant	2	10.50%	4,362.75	4,799.03
Softball - Head JV	1	10.50%	4,362.75	4,799.03
Softball - Reserve	1	9.50%	3,947.25	4,341.98
Tennis - Head Boys	1	9.00%	3,739.50	4,113.45
Tennis - Assistant Boys	1	8.00%	3,324.00	3,656.40
Volleyball - Head Coach	1	20.50%	8,517.75	9,369.53
Volleyball - Varsity Assistant	1	12.00%	4,986.00	5,484.60
Volleyball - Head JV	1	12.00%	4,986.00	5,484.60
Volleyball - Reserve	1	10.50%	4,362.75	4,799.03
Volleyball - Head 9th	1	9.50%	3,947.25	4,341.98
<i>Winter Athletic Duties</i>				
Basketball Head Boys	1	20.50%	8,517.75	9,369.53
Basketball - Varsity Assistant Boys	1	12.00%	4,986.00	5,484.60
Basketball - Head JV Boys	1	12.00%	4,986.00	5,484.60
Basketball - Reserve Boys	1	10.50%	4,362.75	4,799.03
Basketball - Head 9th Boys	1	9.50%	3,947.25	4,341.98
Basketball - Assistant 9th Boys	1	8.00%	3,324.00	3,656.40
Basketball - Head Girls	1	20.50%	8,517.75	9,369.53
Basketball - Varsity Assistant Girls	1	12.00%	4,986.00	5,484.60
Basketball - Head JV Girls	1	12.00%	4,986.00	5,484.60
Basketball - Reserve Girls	1	10.50%	4,362.75	4,799.03
Bowling - Head Boys	1	9.00%	3,739.50	4,113.45
Bowling - Head Girls	1	9.00%	3,739.50	4,113.45
Bowling - Assistant Boys & Girls	1	6.50%	2,700.75	2,970.83
Swimming - Head Boys & Girls	1	17.50%	7,271.25	7,998.38
Swimming - Assistant Boys & Girls	3	8.50%	3,531.75	3,884.93
Wrestling - Head Boys	1	15.00%	6,232.50	6,855.75

Wrestling - Assistant Boys	2	10.50%	4,362.75	4,799.03
Wrestling - Head Girls	1	15.00%	6,232.50	6,855.75
Wrestling - Assistant Girls	2	10.50%	4,362.75	4,799.03
<i>Spring Athletic Duties</i>				
Baseball - Head	1	15.00%	6,232.50	6,855.75
Baseball - Varsity Assistant	2	10.50%	4,362.75	4,799.03
Baseball - Head JV	1	10.50%	4,362.75	4,799.03
Baseball - Reserve	1	9.50%	3,947.25	4,341.98
Golf - Head Boys	1	9.00%	3,739.50	4,113.45
Golf - Assistant Boys	1	8.00%	3,324.00	3,656.40
Soccer - Head Boys	1	15.00%	6,232.50	6,855.75
Soccer - Varsity Assistant	1	10.50%	4,362.75	4,799.03
Soccer - Head JV Boys	1	10.50%	4,362.75	4,799.03
Soccer - Reserve Boys	1	9.50%	3,947.25	4,341.98
Soccer - Head Girls	1	15.00%	6,232.50	6,855.75
Soccer - Varsity Assistant	1	10.50%	4,362.75	4,799.03
Soccer - Head JV Girls	1	10.50%	4,362.75	4,799.03
Soccer - Reserve Girls	1	9.50%	3,947.25	4,341.98
Tennis - Head Girls	1	9.00%	3,739.50	4,113.45
Tennis - Assistant Girls	1	8.00%	3,324.00	3,656.40
Track - Head Boys	1	15.00%	6,232.50	6,855.75
Track - Assistant Boys	4	10.50%	4,362.75	4,799.03
Track - Head Girls	1	15.00%	6,232.50	6,855.75
Track - Assistant Girls	4	10.50%	4,362.75	4,799.03
<i>Athletic Duties</i>				
Athletic Trainer (1 per season)	3	14.00%	5,817.00	6,398.70
Intramural Director	1	4.00%	1,662.00	1,828.20
Unified Sports	3	6.00%	2,493.00	2,742.30
Weight Training (1 per season plus 2 for summer)	5	6.00%	2,493.00	2,742.30
Aquatics Director	1	32.50%	13,503.75	14,854.13
Cheerleading - Head	1	15.00%	6,232.50	6,855.75
Cheerleading - Assistant	1	8.00%	3,324.00	3,656.40
Cheerleading - Freshman	1	8.00%	3,324.00	3,656.40
Dance Team - Head	1	15.00%	6,232.50	6,855.75
Dance Team - Assistant	1	8.00%	3,324.00	3,656.40
<i>High School Activity Duties</i>				
Concessions	1	4.00%	1,662.00	1,828.20
Debate	1	10.00%	4,155.00	4,570.50
Honor Society - Head	1	8.50%	3,531.75	3,884.93
Honor Society - Assistant	1	4.25%	1,765.88	1,942.46
Mock Trial	1	3.00%	1,246.50	1,371.15
Magazine	1	8.00%	3,324.00	3,656.40
ROTC	2	7.00%	2,908.50	3,199.35
Speech	1	10.00%	4,155.00	4,570.50
Student Council - Head	1	8.50%	3,531.75	3,884.93
Student Council - Assistant	1	4.25%	1,765.88	1,942.46
Unified Schools Chair	1	6.00%	2,493.00	2,742.30

Yearbook	1	8.00%	3,324.00	3,656.40
Clubs	10	4.00%	1,662.00	1,828.20
DECA - Head	1	9.00%	3,739.50	4,113.45
DECA - Assistant	1	5.00%	2,077.50	2,285.25
Skills USA (VICA)	1	9.00%	3,739.50	4,113.45
Diversity Club	1	4.00%	1,662.00	1,828.20
Gaming Club	1	4.00%	1,662.00	1,828.20
High Ability Club	1	3.50%	1,454.25	1,599.68
Hope Squad Club	2	4.00%	1,662.00	1,828.20
Drama	1	7.00%	2,908.50	3,199.35
Fall Play	1	5.00%	2,077.50	2,285.25
1 Act Play/Play Production	1	6.00%	2,493.00	2,742.30
Musical Director	1	10.00%	4,155.00	4,570.50
Musical Assistant Director	1	7.00%	2,908.50	3,199.35
Flag Corps	1	8.00%	3,324.00	3,656.40
Instrumental Music - Head	1	20.50%	8,517.75	9,369.53
Instrumental Music - Assistant	1	10.00%	4,155.00	4,570.50
Vocal Music - Head	1	15.50%	6,440.25	7,084.28
Vocal Music - Assistant	1	10.00%	4,155.00	4,570.50
<i>Career and Technology Student Organizations (per District)</i>				
Athletic Training	2	7.50%	3,116.25	3,427.88
EdRising	2	4.00%	1,662.00	1,828.20
HOSA	3	4.00%	1,662.00	1,828.20
PLV Media Club	1	15.00%	6,232.50	6,855.75
Pro Start (Culinary Arts Club Sponsor)	2	4.00%	1,662.00	1,828.20
STEM	2	4.00%	1,662.00	1,828.20
Zoo Academy Club	1	4.00%	1,662.00	1,828.20
Zoo Academy Hope Squad	1	2.00%	831.00	914.10
Health Academy Hope Squad	1	2.00%	831.00	914.10
Department Leader Academy	2	7.50%	3,116.25	3,427.88
<i>High School Duties</i>				
Class Sponsor - Senior	2	4.00%	1,662.00	1,828.20
Class Sponsor - Junior	2	4.00%	1,662.00	1,828.20
Class Sponsor - Sophomore	1	2.25%	934.88	1,028.36
Class Sponsor - Freshman	1	2.25%	934.88	1,028.36
Department Leader (core)	5	9.00%	3,739.50	4,113.45
Department Leader (non core)	6	7.50%	3,116.25	3,427.88
HAL Coordinator	1	4.00%	1,662.00	1,828.20
Leaders Empowering Innovation	4	2.00%	831.00	914.10
Continuous Improvement Process (CIP) Chair	1	5.00%	2,077.50	2,285.25
Crisis Prevention Institute Team	4	2.00%	831.00	914.10
Academic Online Course Compensation		\$2,500 Base	Up to 15 students	max 35 students
Automated Online Performance Course Compensation		\$1,500 Base	Up to 25 students	>25=\$40 per students 26+, max 50 students

Middle School Activities & Athletics	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
<i>Fall Athletic Duties</i>				
Cross Country - Head Boys	1	7.50%	3,116.25	3,427.88
Cross Country - Head Girls	1	7.50%	3,116.25	3,427.88
Cross Country - Assistant Boys & Girls	1	5.50%	2,285.25	2,513.78
Football - Head	1	7.50%	3,116.25	3,427.88
Football - Assistant	5	6.00%	2,493.00	2,742.30
Volleyball - Head	1	7.50%	3,116.25	3,427.88
Volleyball - Assistant	3	5.50%	2,285.25	2,513.78
<i>Winter Athletic Duties</i>				
Basketball - Head Boys	1	7.50%	3,116.25	3,427.88
Basketball - Assistant Boys	3	5.50%	2,285.25	2,513.78
Basketball - Head Girls	1	7.50%	3,116.25	3,427.88
Basketball - Assistant Girls	3	5.50%	2,285.25	2,513.78
Wrestling - Head Boys	1	7.50%	3,116.25	3,427.88
Wrestling - Assistant Boys	2	5.50%	2,285.25	2,513.78
Wrestling - Head Girls	1	7.50%	3,116.25	3,427.88
Wrestling - Assistant Girls	2	5.50%	2,285.25	2,513.78
<i>Spring Athletic Duties</i>				
Track - Head Boys	1	7.50%	3,116.25	3,427.88
Track - Assistant Boys	3	5.50%	2,285.25	2,513.78
Track - Head Girls	1	7.50%	3,116.25	3,427.88
Track - Assistant Girls	3	5.50%	2,285.25	2,513.78
<i>Athletic Duties</i>				
Activities Director	1	15.00%	6,232.50	6,855.75
Intramural Assistant (2 per season)	6	2.00%	831.00	914.10
Unified Sports	2	4.00%	1,662.00	1,828.20
Weight Training	1	4.00%	1,662.00	1,828.20
<i>Middle School Activities</i>				
Honor Society	1	4.00%	1,662.00	1,828.20
Student Council	1	4.00%	1,662.00	1,828.20
STEM Club	1	4.00%	1,662.00	1,828.20
Clubs	6	4.00%	1,662.00	1,828.20
Unified Schools Chair	1	4.00%	1,662.00	1,828.20
Yearbook	1	4.00%	1,662.00	1,828.20
<i>Middle School Duties</i>				
Team Leader	6	7.50%	3,116.25	3,427.88
Department Leader	5	6.00%	2,493.00	2,742.30
HAL Coordinator	2	3.50%	1,454.25	1,599.68
Leaders Empowering Innovation	3	2.00%	831.00	914.10
Continuous Improvement Process (CIP) Chair	2	5.00%	2,077.50	2,285.25
Crisis Prevention Institute Team	4	2.00%	831.00	914.10
Instrumental Music	1	9.00%	3,739.50	4,113.45
Vocal Music	1	9.00%	3,739.50	4,113.45

Elementary School Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Clubs	2	3.50%	1,454.25	1,599.68
HAL Clubs	3	3.50%	1,454.25	1,599.68
Unified Sports	2	2.00%	831.00	914.10
Building Supervisor	1	5.00%	2,077.50	2,285.25
Safety Patrol	1	4.00%	1,662.00	1,828.20
Leaders Empowering Innovation	2	2.00%	831.00	914.10
Instrumental Music	1	2.00%	831.00	914.10
Vocal Music	1	3.50%	1,454.25	1,599.68
Continuous Improvement Process (CIP) Chair	1	5.00%	2,077.50	2,285.25
Crisis Prevention Institute Team	4	2.00%	831.00	914.10
District Extra Duty	Allocated FTE	%	Standard Amt. \$	10 Yr Longevity
Outdoor Education Director	1	NA	5,000.00	5,500.00
Team Leader - Nurse	1	7.50%	3,116.25	3,427.88
Team Leader - YATP	1	7.50%	3,116.25	3,427.88
Team Leader - HAL	1	5.00%	2,077.50	2,285.25
Art Elementary Team Leader	1	2.00%	831.00	914.10
Counselor Elementary Team Leader	1	2.00%	831.00	914.10
Library Elementary Team Leader	1	2.00%	831.00	914.10
Vocal/Instrumental Elementary Team Leader	1	2.00%	831.00	914.10
Physical Education Elementary Team Leader	1	2.00%	831.00	914.10
Education Outreach Team (HS, MS, Elem, SPED)	4	4.00%	1,662.00	1,828.20
Cooperating Teacher (partial semester)			\$200.00	
Cooperating Teacher (full semester)			\$400.00	
Curriculum/Summer School/Night School			\$33.00/hr	
Extra Duty Event Workers/Supervision			\$20.00/hr	

Administration may decide not to fill a position at their discretion.

Subject: Continuation of Interlocal Agreement for Adjustment of School District Boundaries with Springfield Platteview Community Schools

Meeting Date: January 12, 2026

Prior Meeting Discussion Date: December 14, 2015

Department: Business Services

Action Desired: Approval _____ Discussion X Information Only _____

Background:

The district has been in discussion with Springfield Platteview Community Schools for renewal of our district boundary interlocal agreement approved by both districts back in December 2015. Any boundary change would require approval by both school boards and the State Reorganization Committee.

The Papillion La Vista Community Schools and Springfield Platteview Community Schools have an agreement that would allow a transfer of specified land into the Papillion La Vista Community Schools as outlined in the agreement. This includes the undeveloped areas north of Capehart Road from 60th Street to 128th Street. Any exchange would still require approval from both boards and the State Reorganization Committee. The enclosed interlocal agreement has been drafted by our attorneys and is being reviewed by Springfield Platteview as well.

Recommendation:

Discussion at this time.

Responsible Person: Brett Richards

Superintendent's Approval _____
Andrew J. Rikli
Signature

ADJUSTMENT OF SCHOOLDISTRICT BOUNDARIES
INTERLOCAL AGREEMENT

This INTERLOCAL AGREEMENT ("Agreement") is made and entered into as of the Effective Date by and between Sarpy County School District 77-0046, a/k/a Springfield Platteview Community Schools, a Nebraska political subdivision ("SP"), and Sarpy County School District 77-0027, a/k/a Papillion-La Vista Community Schools, a Nebraska political subdivision ("PL")(collectively, both school districts are herein sometimes referred to as the "School Districts" or "Parties").

WHEREAS, both SP and PL are Class III School Districts under the laws and statutes of the State of Nebraska are members of the Learning Community of Douglas and Sarpy Counties (the "LC"), and

WHEREAS, subject to the terms of this Agreement, SP and PL are willing to adjust School District boundary lines on property identified herein in the best interests of both districts, and

WHEREAS, only the property currently located in SP in the area depicted and more fully described in the attached Exhibit "A," which is incorporated herein by this reference (the "Property Area") is subject to the terms and conditions of this Agreement unless otherwise mutually agreed upon and changed by both Parties, and

WHEREAS, upon compliance with all terms and conditions as provided herein, any tracts, lots, acreages or other land located in the Property Area may be transferred and attached by a change of boundaries into PL, and

WHEREAS, the Parties are entering into this Agreement pursuant to the provisions of the Interlocal Cooperation Act (Neb. Rev. Stat. § 13-801 et seq.) to accomplish the purposes set forth herein,

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereto agree as follows:

1. Term of Agreement. This Agreement shall become effective on January 1, 2026, ("Effective Date") and shall remain in effect for a term of ten (10) years thereafter, automatically expiring on December 31, 2035 ("Expiration Date"), unless terminated earlier by mutual agreement of the parties.

2. Adjustment of District Boundaries. SP and PL agree that any tracts, lots, acreages or other land located in the Property Area may be transferred from SP and attached by a boundary line adjustment and change of boundaries to PL according to the following terms and conditions:

A. Transfer Procedures, Terms and Dates. SP and PL understand and agree that all transfers and attachments by a boundary line adjustment and change of boundaries as provided herein will be accomplished pursuant to the provisions of Learning Community Reorganization Act found at Neb. Rev. Stat. §§ 79-4,117 to 79-4,129 (the "Act") and other

Nebraska laws, and the forms to be utilized for such change are attached hereto as Exhibit "B" and incorporated herein by this reference. One form attached as Exhibit "B" is a Reorganization Plan and SP and PL agree to execute the form Plan as attached or in substantially similar form thereto as may be required and process the same through the State Committee as required by this Agreement. The second form attached as Exhibit "C" is a certificate of boundary change to be entered by the county clerk which should be entered in accordance therewith or in substantially similar form thereto as may be required after the Plan has been processed through State Committee as required by this Agreement. SP and PL agree that each will take all necessary actions, including school board approvals, and execute such other documents as may be reasonably required, to effectuate the purposes of this paragraph and Agreement. Pursuant to Neb. Rev. Stat. § 79-479, § 79-4,128, and other Nebraska laws, all such transfers and attachments by a boundary line adjustment using Exhibit "B" and Exhibit "C" forms are made only on an order issued by the State Committee or county clerk and as deemed appropriate by local or state officials all such orders must be issued no later than June 1 and shall have an effective date no later than August 1 of the same year (the "boundary change order effective date"). SP and PL further understand and agree that all assets, including budget authority and unbonded liabilities of each School District shall remain the same on any transfer and attachment hereunder and shall not be transferred to PL. All the transferred land from the Property Area shall continue to be liable for any bonded indebtedness voted or incurred by SP prior to the boundary change order effective date and such transferred land shall not be liable for any bond indebtedness voted or incurred by PL prior to the effective date of the boundary change order. The transferred land shall be responsible for future bonded indebtedness, if any, voted or incurred by PL after the effective date of the boundary change order. All uncollected real estate taxes due and payable on such transferred land prior to the effective date of the boundary change order shall remain the property of SP. All real estate taxes levied and assessed on such transferred land after the effective date of the boundary change order shall be the property of PL. Both districts agree to take all actions required or necessary to assign and accomplish the rights to receive such taxes and other rights provided herein from county or state officials.

B. Agricultural or Other Undeveloped Land in the Property Area. For any tracts, lots, acreages or other land located in the Property Area that the Parties agree is agricultural or undeveloped, such land may be transferred from SP to PL on the condition that PL agrees or otherwise arranges to SP's satisfaction to the payment of the following amounts per acre:

Calendar Year	Amount per Acre
2026	\$2,687.83
2027	\$2,768.47
2028	\$2,851.52
2029	\$2,937.07
2030	\$3,025.18
2031	\$3,115.93
2032	\$3,209.41
2033	\$3,305.70
2034	\$3,404.87
2035	\$3,507.01

The price per acre payment shall be payable to SP within 3 months after any such agricultural or undeveloped land is purchased by and deeded to a developer, transfer approval by state and local officials and the effective date of the boundary change order whichever occurs last in time.

C. Existing Residential or Commercial Land in the Property Area. For any tracts, lots, acreages or other land located Property Area that the Parties agree are existing residential or commercial in nature, such lands may be transferred from SP to PL on the condition and for a transfer price of the fiscal year tax levy assessed value on the effective date of the boundary change order of times \$1.05 per \$100 of assessed valuation(s) X (times) ten (10) years, payable by PL to SP in equal installments over a ten (10) year period after the effective date of the boundary change order. The Parties will agree on the payment dates each year.

3. Property Purchase by PL. SP further agrees to negotiate in good faith a transfer with PL should PL wish to purchase, for district use, agricultural or undeveloped land within the Property Area.

4. Notices. Any notice to be given to the other party under this Agreement or otherwise shall be in writing, and shall be sent by hand-delivery, or by certified or registered mail, and addressed as follows:

If to Springfield Platteview:

Office of the Superintendent
Springfield Platteview Community Schools
765 Main Street
Springfield, Nebraska 68059

If to Papillion La Vista:

Office of the Superintendent
Papillion La Vista Community Schools
420 S. Washington Street
Papillion, Nebraska 68046

or such other address as either party may designate in writing from time to time.

5. Interlocal Cooperation Act Disclosures. Pursuant to the requirements of Neb. Rev. Stat. § 13-804(3), the Parties state as follows:

- A. The duration of this Agreement is specified in Paragraph 1.
- B. There is no separate administrative entity created by this Agreement.
- C. The purposes of this Agreement are stated in the recitals to this Agreement.
- D. There is no separate financing required for this Agreement.
- E. This Agreement will only terminate and may expire as provided in Paragraph 1 hereof. There will be no property to dispose of on termination or expiration.
- F. This Agreement does not utilize any tax authorized under Neb. Rev. Stat. §§ 13-318 to 13-326.

6. Miscellaneous.

A. This Agreement constitutes the entire Agreement of the Parties with respect to the subject matter hereof, and supersedes all prior negotiations and agreements with respect thereto.

B. This Agreement may not be modified, supplemented or amended except by a writing signed by both Parties hereto.

C. No delay on the part of any party in exercising its rights hereunder shall operate as a waiver thereof.

D. Neither this Agreement, nor any rights or duties hereunder, shall be assigned to any other person or entity, provided, however, that the rights and obligations hereunder may be assigned to another public school district which: (1) is a successor of either party hereto; (2) is a "public agency" for purposes of the Nebraska Interlocal Cooperation Act; (3) is authorized to perform the obligations of its predecessor hereunder; and (4) assumes the obligations of the predecessor party.

E. This Agreement shall be binding on the successors and assigns of the Parties hereto.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date written below.

Date: _____

SARPY COUNTY SCHOOL DISTRICT 77-0046, A/K/A SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS

ATTEST:

By: _____
Secretary, Board of Education

By: _____
President, Board of Education

Date: _____

SARPY COUNTY SCHOOL DISTRICT 77-0027, A/K/A PAPILLION LA VISTA PUBLIC SCHOOLS

ATTEST:

By: _____
Secretary, Board of Education

By: _____
President, Board of Education

EXHIBIT "A"
DEPICTION AND DESCRIPTION OF THE PROPERTY AREA

The Property Area as used herein includes a rectangle bounded on the north by West Lincoln Road, on the south by Capehart Road, on the east by South 60th Street, and on the west by approximately South 128th Street depicted as follows:

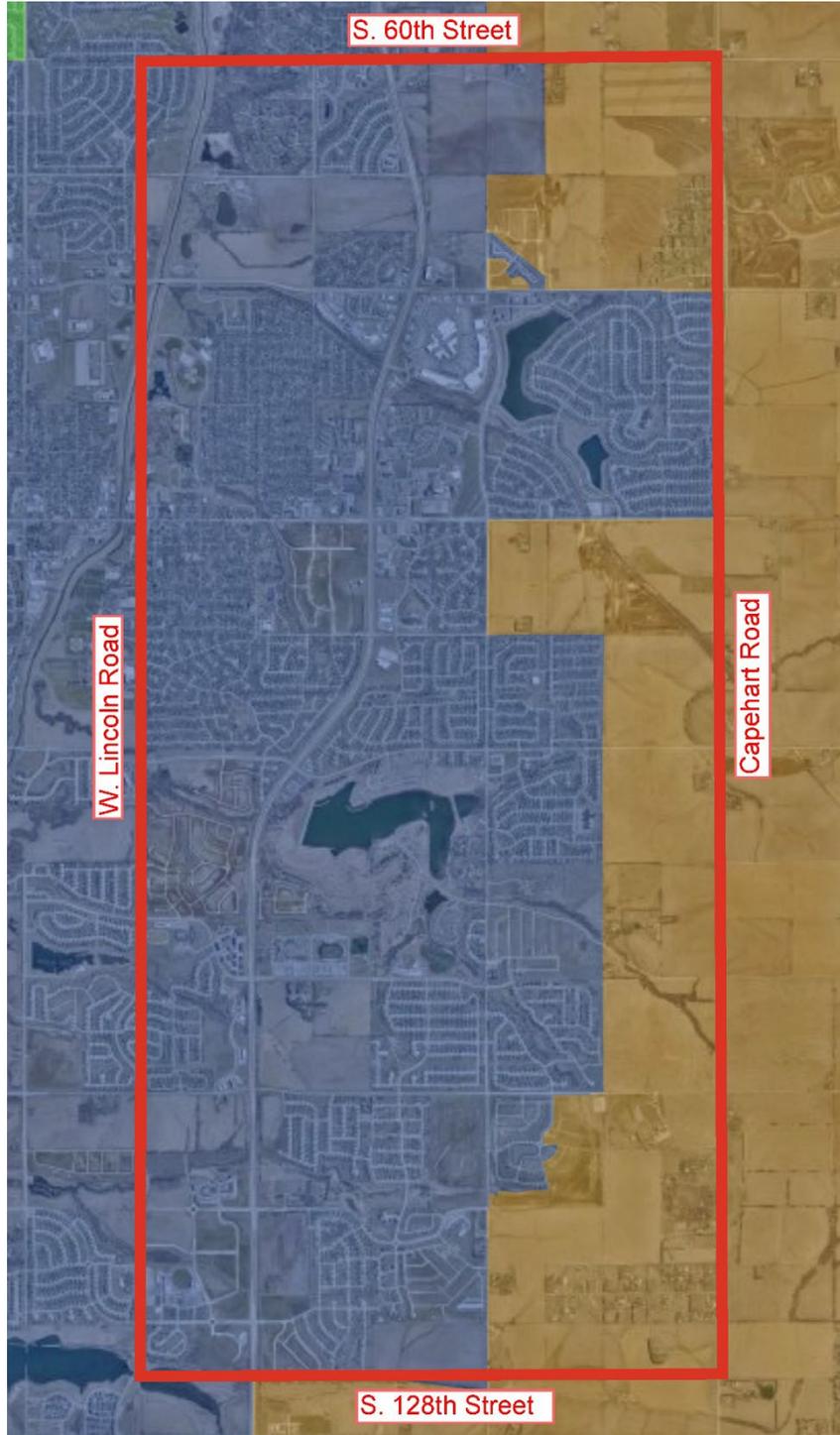


EXHIBIT "B"
REORGANIZATION PLAN AND ORDER

REORGANIZATION PLAN
TO TRANSFER AND ATTACH PROPERTY BY A CHANGE OF BOUNDARIES
UNDER AND PURSUANT TO THE LEARNING COMMUNITY REORGANIZATION ACT
(Sections 79-4,117 to 79-4,129)

TO: The State Committee for the Reorganization of School Districts, the County Clerk of Sarpy County, Nebraska, and All Others Who Are, or May Be, Concerned.

A. This Reorganization Plan (the "Plan") is being initiated under and pursuant to the Learning Community Reorganization Act found at Neb. Rev. Stat §§ 79-4,117 to 79-4,129 (the "Act") and other Nebraska laws, by Sarpy County School District 77-0046, a/k/a Springfield Platteview Community Schools, hereinafter referred to as "SP," an accredited Class III School District, under the laws and statutes of the State of Nebraska, and Sarpy County School District 77-0027, a/k/a Papillion-La Vista Public Schools, hereinafter referred to as "PL," also an accredited Class III School District, under the laws and statutes of the State of Nebraska, (collectively, both school districts are herein sometimes referred to as the "School Districts"). The School Districts are members of the Learning Community of Douglas and Sarpy Counties (the "LC"). According to law, the School Districts submitted the Plan to the State Committee for the Reorganization of School Districts (the "State Committee") for review and action under the Act. Both School Districts have approved the Plan and hereby request approval from the State Committee according to the Act for submission to the Sarpy County Clerk. This Plan involves the transfer and attachment to an established district of part of the territory of one or more districts under Neb. Rev. Stat § 79-4,120 and a change in boundaries of the School Districts solely within the LC and no territory is being transferred out of the LC. SP and PL are not part of an affiliation of school districts or an affiliated school system as provided by Nebraska law.

B. The undersigned School Districts by this Plan, petition, agree, state and represent that it is considered to be in the best interests of SP and PL that the boundaries of each of the School Districts be changed in accordance with this Plan, and in furtherance thereof, do hereby request the State Committee and County Officials to whom this Plan is directed, or their successors in interest, to approve the same and enter an order changing the boundaries of SP and PL, pursuant to Neb. Rev. Stat § 79-4,128, and other Nebraska laws, so as to transfer the following-described territory from SP to PL, such territory (herein sometimes referred to as the "Property") being legally described as follows, to-wit:

(Insert Legal Description of Property to be Transferred)

C. The terms of this Plan and Agreement and on which the transfer and attachment by a change of boundaries, as described above, is to be made between SP and PL shall be as follows:

1. A DESCRIPTION OF THE PROPOSED BOUNDARIES OF THE REORGANIZED DISTRICTS AND A DESIGNATION OF THE CLASS FOR EACH DISTRICT

A description of the Property to be transferred from SP to PL is contained above. Both School Districts are Class III school districts. For a description of the boundaries of the reorganized districts see maps referred to in paragraph 5 and attached as Exhibit "1" to this Plan.

2. SUMMARY OF REASONS FOR PROPOSED CHANGE, EXPLANATION OF STATUTORY COMPLIANCE AND STATUTORY ASSURANCE

The reasons for the proposed transfer and attachment of Property by a change of boundaries pursuant to Neb. Rev. Stat § 79-4,120 as provided herein involve consideration being given to: (1) the educational needs of the learning community, (2) economies in administration costs, (3) the future use of existing satisfactory school buildings, sites, and play fields, (4) the convenience and welfare of pupils, (5) transportation requirements, (6) the equalization of the educational opportunity of pupils, (7) the amount of outstanding indebtedness of each district and proposed disposition thereof, (8) the equitable adjustment of all property, debts, and liabilities among the districts involved, (9) any additional statutory requirements for learning community organization, and (10) any other matters which, in the School Districts judgment, are of importance. This Plan complies with statutory requirements in that no property is leaving the LC and for the reasons stated above. This Plan does not increase the geographic size of any school district that has more than twenty-five thousand students.

3. SUMMARY OF TERMS OF REORGANIZATION

The terms of this Plan involve a transfer and attachment of Property by a change of boundaries pursuant to Neb. Rev. Stat § 79-4,120 as described herein. As this Plan only involves such transfer and attachment according to the Act and there is no new district being created, the school boards, school board wards or districts, if any, and classifications of the School Districts involved are unchanged and shall remain the same and the State Committee will not need to determine initial school board districts or wards, or appoint an initial school board.

4. STATEMENT OF FINDINGS ON LOCATION AND UTILIZATION OF SCHOOLS AND TRANSPORTATION

The terms of this Plan involve a transfer and attachment of Property by a change of boundaries pursuant to Neb. Rev. Stat § 79-4,120 as described herein. As this Plan only involves such transfer and attachment according to the Act there is no change with respect to the location of schools, the utilization of existing buildings, the construction of new buildings, or the transportation requirements of the School Districts involved.

5. MAPS SHOWING BOUNDARIES

Maps showing the boundaries of established school districts and the boundaries proposed under this Plan are attached hereto and incorporated herein by this reference as Exhibit "1."

6. OTHER MATTERS

The effective date of the change of boundaries and the transfer of the Property from SP to PL shall be upon final approvals and entry of an order by the appropriate County Officials whose order is necessary to effect the change in boundaries and Property transfer set forth herein, or according to law, whichever occurs later in time. All assets, including budget authority and unbonded liabilities of each School District shall remain the same on such transfer and attachment hereunder and shall not be transferred to PL. The transferred land shall continue to be liable for any bonded indebtedness voted or incurred by SP prior to the boundary change order effective date and such transferred land shall not be liable for any bond indebtedness voted or incurred by PL prior to the effective date of the boundary change order. The transferred land shall be responsible for future bonded indebtedness, if any, voted or incurred by PL after the effective date of the boundary change order. All uncollected real estate taxes due and payable on such transferred land prior to the effective date of the boundary change order shall remain the property of SP. All real estate taxes levied and assessed on such transferred land after the effective date of the boundary change order shall be the property of PL.

Upon completing the transfer, the Sarpy County Clerk shall file the certificate or other appropriate notice documents with the Sarpy County Assessor, Treasurer, the State Committee and all other appropriate county or state officials so that taxing records, voting records, and the like, may be changed to reflect such action, and so that such records and any appropriate maps can be changed accordingly.

The undersigned School Districts hereby certify and agree that the Property described in this Plan is within the parameters and meets all conditions of their ADJUSTMENT OF SCHOOL DISTRICT BOUNDARIES INTERLOCAL AGREEMENT and hereby respectfully initiate and present this Plan, and agree and request that the changes in boundaries as set forth herein.

BOARD OF EDUCATION AND SCHOOL
BOARD OF SARPY COUNTY SCHOOL
DISTRICT 77-0046, a/k/a SPRINGFIELD
PLATTEVIEW COMMUNITY SCHOOLS

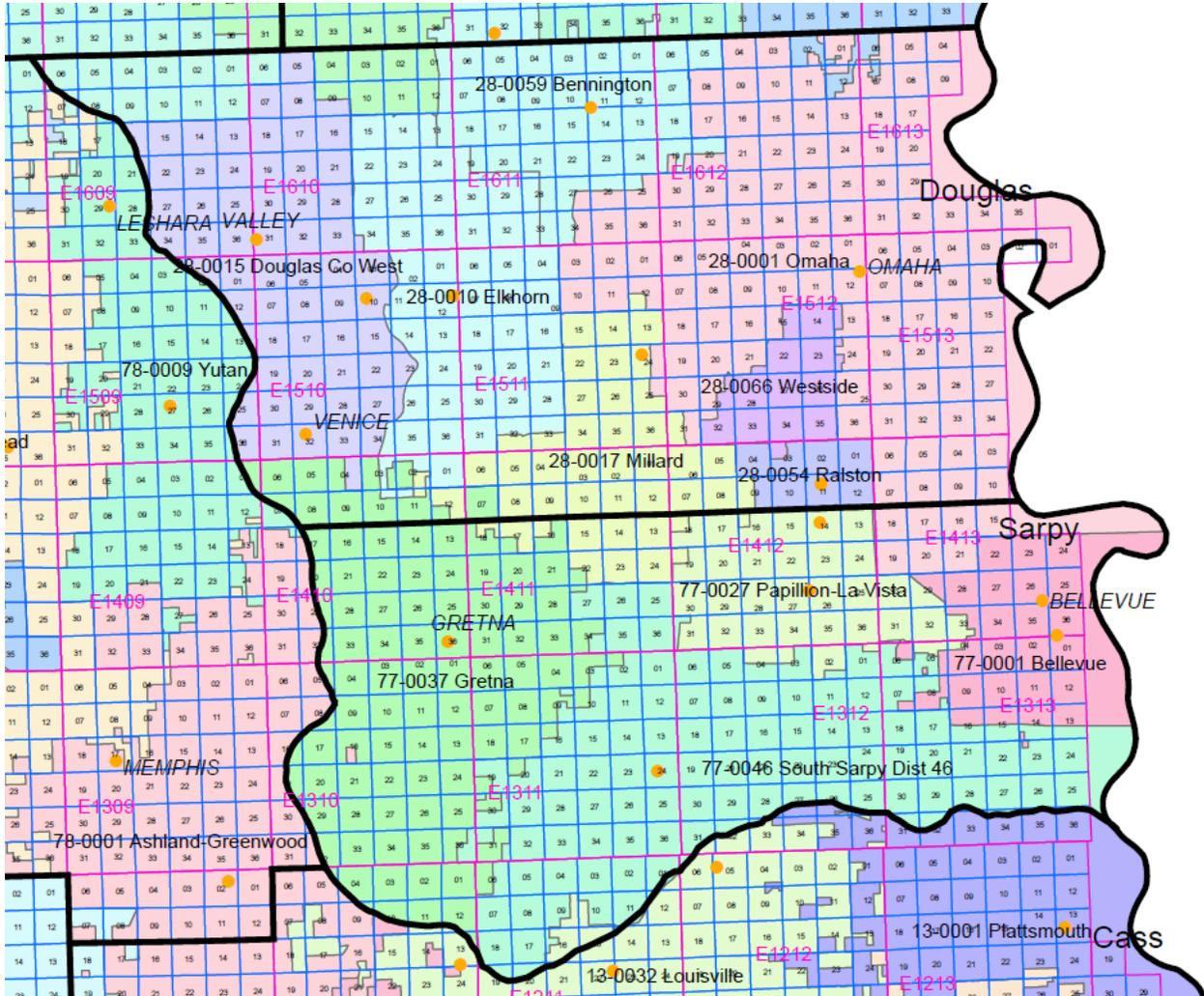
By: _____
Authorized Official

BOARD OF EDUCATION AND SCHOOL
BOARD OF SARPY COUNTY SCHOOL
DISTRICT 77-0027, a/k/a PAPILLION LA VISTA
PUBLIC SCHOOLS

By: _____
Authorized Official

EXHIBIT "1"
(MAPS)

ESTABLISHED DISTRICTS



The intention is to include in this Map the entire boundaries and geographic area and territory of the existing SP and the existing PL which is legally within such school districts. It is further the intention to exclude from this Map any boundaries and geographic area and territory which is not legally within the existing SP and the existing PL. Further, in the event of conflicting descriptions between this Map and official records and documents on file with the County Clerk of Sarpy County, Nebraska, and such other appropriate officials who are required by law to maintain school district boundary lines and description records, such official records and documents shall be controlling as to what are the proper and legal descriptions and boundaries of the existing SP and PL.

BOUNDARIES PROPOSED UNDER THIS PLAN

[The maps would be revised to show the transfer of the Property described in paragraph B. from SP to PL.]

EXHIBIT "C"
COUNTY CLERK CERTIFICATE

CERTIFICATE OF BOUNDARY CHANGE

A plan for reorganization ("Plan") was initiated under and pursuant to the Learning Community Reorganization Act found at Neb. Rev. Stat. §§ 79-4,117 to 79-4,129 (the "Act") and/or other Nebraska laws, by Sarpy County School District 77-0046, a/k/a Springfield Platteview Community Schools, hereinafter referred to as "SP," an accredited Class III School District, under the laws and statutes of the State of Nebraska, and Sarpy County School District 77-0027, a/k/a Papillion-La Vista Public Schools, hereinafter referred to as "PL," also an accredited Class III School District, under the laws and statutes of the State of Nebraska, (collectively, both school districts are herein sometimes referred to as the "School Districts"). The School Districts are members the Learning Community of Douglas and Sarpy Counties (the "LC"). According to law, the School Districts submitted the Plan to the State Committee for the Reorganization of School Districts (the "State Committee"), at Case No. LT-___, for review and action under the Act. The State Committee and both School Districts have properly approved the Plan according to law. This Plan involves the transfer and attachment to an established district of part of the territory of one or more districts under Neb. Rev. Stat. § 79-4,120 or other laws and is a change in boundaries of the School Districts solely within the LC and no territory is being transferred out of the LC.

The State Committee approved the Plan on _____, 20__; the order ("Order") of the State Committee is attached hereto and incorporated herein by this reference as EXHIBIT "A". The Plan was duly approved by all required entities under the Act and has been presented and filed according to law. In accordance with the Order:

1. SP and PL are both classified as Class III School Districts located entirely within the LC.
2. There will be a transfer and attachment by a change of boundaries of a parcel of land (the "Property") as hereinafter described:

(Insert Legal Description of Property to be Transferred)

3. The Property is all located in Sarpy County, Nebraska. As of [no earlier than January 1 and no later than June 1], 20__ (the "effective date"), the Property is detached from SP and transferred and attached by a change of boundaries to PL.

4. All assets, including budget authority and unbonded liabilities of each School District, shall remain the same and shall not be transferred to PL. The Property shall continue to be liable for any bonded indebtedness voted or incurred by SP prior to the boundary change order effective date and such Property shall not be liable for any bond indebtedness voted or incurred by PL prior to the effective date of the boundary change order. The Property shall be responsible for future bonded indebtedness, if any, voted or incurred by PL after the effective date of the boundary change order. All uncollected real estate taxes due and payable on such transferred Property prior to the effective date of the boundary change order shall remain the property of SP. All real estate

taxes levied and assessed on such transferred Property after the effective date of the boundary change order shall be the property of PL. Both districts are ordered to take all actions required or necessary to assign and accomplish the rights to receive such taxes and other rights provided herein.

This Certificate of Boundary Change is based upon the Order. The County Clerk of Sarpy County is not responsible for any errors or omissions in the information contained within the Order.

Dated this _____ day of _____, 20__.

County Clerk of Sarpy County, Nebraska

CERTIFICATE

The undersigned hereby certifies that a copy of the above Certificate of Boundary Change is being or has been filed with all proper county and state officials according to law so official public records and documents may be altered accordingly.

County Clerk of Sarpy County, Nebraska