

**Agenda for the Board of Education Meeting  
March 23, 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, committed educators through meaningful partnerships with families and community.

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

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

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

**I. Call to Order**

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

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

- A. Recognition: PLHS Educators Rising and PLSHS ProStart
- B. Military Advisory Report: Colonel Mark Russell
- C. **Presentation: BRAPP Array**
- D. Reports
  - 1. Superintendent's Report
  - 2. Board Member Reports
- E. Committee Reports
  - 1. Buildings, Grounds, & Finance
  - 2. Human Resources & Student Services
  - 3. Curriculum & Americanism

**Public Comment for Items on the Agenda\***

Requests to speak to items on the agenda will be heard when the agenda item is presented for discussion

**III. Action Items** (*Motion Needed*)

- A. Action by Consent
  - 1. Approval of Meeting Agenda
  - 2. **Finance**
  - 3. **Out-of-State Travel**
  - 4. **Personnel**
  - 5. **Board Meeting Minutes of March 9, 2026**

**IV. Discussion/Information Items**

- A. **Update to Technology Purchase of Staff Devices** (Goal #1)
- B. **Administrative Salary 2026/27** (Goal #3)
- C. **Superintendent Salary 2026/27** (Goal #3)

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

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

**VI. Future Board Calendar**

April 3, 2026	No School for Students and Staff
April 6, 2026	No School - Staff Development Day
April 11, 2026	PLSHS Prom
April 13, 2026	Board of Education Meeting @ 6:00pm – Central Office

**VII. Adjournment**

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

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

## Board of Education Presentation Background Information

***Title of Presentation: Positive Behavioral Interventions and Supports (PBIS)***

***Name & Title of Presenter(s):*** Ashbury, Prairie Queen, Rumsey Station, Portal, Patriot, Bell

***What is the activity you plan to describe?***

This presentation will provide an overview of the BRAPPP Array's implementation of **Positive Behavioral Interventions and Supports (PBIS)** within our schools, focusing on Tier 1 and Tier 2 practices. We will highlight how we establish and teach clear behavioral expectations, along with the systems we use to reinforce and recognize positive student choices across our buildings. These universal supports help to promote & create consistent, safe, and engaging learning environments for all students. In addition, we will describe Tier 2 supports designed for students who benefit from additional structure, skill-building, and adult connection. Together, these efforts demonstrate our commitment to proactively supporting student behavior and success.

**RETURN TO AGENDA**

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27**  
**FINANCIAL STATEMENT**  
**02/28/26**

<b>BEGINNING G/L BALANCE AS OF 21/2026</b>		\$7,590,299.32
<b>REVENUE:</b>		
State Aid		\$2,163,292.00
Property Taxes Sarpy		\$16,221,167.97
Douglas Taxes		\$80.03
Special Ed		\$0.00
Grant Revenue		\$3,974,790.00
MIPS/MAPS		\$81,486.52
Interest Earned on Bank Accounts		\$32,438.45
School Lunch Program Receipts		\$631,649.49
Tuition Express (preschool tuition)		\$8,127.42
Misc. Items		\$688,498.36
	<b>TOTAL REVENUE</b>	<b>\$23,801,530.24</b>
<b>DISBURSEMENTS:</b>		
Payroll		\$5,822,925.46
Payroll Taxes		\$1,953,831.94
Vendor Payments/Mileage Reimb. General Fund		\$4,304,297.20
Payflex Fees		\$904.80
Health Savings Acct.		\$41,304.28
Retirement ACH		\$1,263,178.65
	<b>TOTAL DISBURSEMENTS</b>	<b>\$13,386,442.33</b>
<b>ENDING BALANCE AS OF 02/28/26</b>		<b>\$18,005,387.23</b>

---

Treasurer

**RETURN TO AGENDA**

**PAPILLION-LA VISTA PUBLIC SCHOOL DISTRICT #27**  
**BOND FUND FINANCIAL STATEMENT**  
**02/28/26**

**BOND FUND #3**

Balance 2/1/2026 \$ 7,606.16

**REVENUE:**

Sarpy County Property Tax	1,310.60	
Interest	22.01	
Deposit	0.00	
Internal Transfer		
<b>TOTAL REVENUE</b>		<b>\$ 1,332.61</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 2/28/2026 \$ 8,938.77

**BOND FUND #4**

Balance 2/1/2026 \$2,452,396.22

**REVENUE:**

Sarpy County Property Tax	195,958.28	
Interest	6,754.78	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 202,713.06</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 2/28/2026 \$ 2,655,109.28

**BOND FUND #5**

Balance 2/1/2026 \$2,605,322.06

**REVENUE:**

Sarpy County Property Tax	209,479.72	
Interest	7,177.95	
Internal Transfer	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 216,657.67</b>

**DISBURSEMENTS:**

Principal/ Interest Payments	0.00	
Internal Transfer	0.00	

TOTAL DISBURSEMENTS \$0.00

ENDING BALANCE THRU 2/28/2026 \$2,821,979.73

**BOND FUND #6**

Balance 2/1/2026 \$3,176,997.32

**REVENUE:**

Sarpy County Property Tax	321,444.39	
Interest	8,852.31	
Internal Transfer from bond 7	0.00	
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 330,296.70</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 2/28/2026 \$3,507,294.02

**BOND FUND #7**

Balance 2/1/2026 \$920,290.33

**REVENUE:**

Sarpy County Property Tax	187,083.33	
Interest	2,705.69	
Internal Transfer		
Deposit	0.00	
<b>TOTAL REVENUE</b>		<b>\$ 189,789.02</b>

**DISBURSEMENTS:**

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

ENDING BALANCE THRU 2/28/2026 \$1,110,079.35

**RETURN TO AGENDA**

---

Treasurer

**PAPILLION-LA VISTA DISTRICT #27  
BUILDING FUND FINANCIAL STATEMENT  
Feb-26**

**BUILDING FUND**

**Beginning Balance 02/01/2026** 1,778,145.83

**Receipts:**

Tax Revenue - Sarpy County/LC	272,799.61
Interest	2,088.19
Internal Transfer from NLAF	0.00
Misc. Deposits - NDE Deposit	0.00
Check voided in Dec from Nov	0.00
	-----
	274,887.80

**Disbursements:**

A/P Checks	399,167.24
Internal Transfer to Five Points	0.00
	-----
	399,167.24

**Ending Balance 2-28-26 Per G/L** 1,653,866.39

**CONSTRUCTION FUND**

**Beginning Balance 02/01/2026** 36,278,459.70

**Receipts:**

Tax Revenue - Sarpy County/LC	0.00
Interest	48,408.08
Internal Transfer to Five Points	2,500,000.00
	-----
	2,548,408.08

**Disbursements:**

A/P Checks	4,767,835.05
Internal Transfers To Gen Fund	0.00
Transfer to Five Points	0.00
	-----
	4,767,835.05

**Ending Balance 2-28-26 Per G/L** 34,059,032.73

\_\_\_\_\_  
Treasurer

**RETURN TO AGENDA**

**PAPILLION LA VISTA COMMUNITY SCHOOLS #27**  
**MONTHLY STAFF TRAVEL REQUEST**  
**BOARD OF EDUCATION**  
**March 23, 2026**

<b>STAFF MEMBER</b>	<b>DATE AND DESTINATION</b>	<b>CONFERENCE / WORKSHOP</b>	<b>ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS</b>	<b>ESTIMATED SUB COST</b>
Andrew Rikli	April 26-29, 2026 Washington, D.C.	NASB Federal Advocacy Conference	\$1,960.00 (D)	\$0.00
Andrew Bell	April 8-10, 2026 Alexandria, VA	AASPA-2026 National Educator Shortage Summit	\$1,767.59 (D)	\$0.00
<b>OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF</b> Estimated General Fund Expenditures				
Shannon Stenger, Kathryn Gehring, Jessica Sturgeon, Tyler Petersen & 10 Students	July 27-31, 2026 Evergreen, CO	Titan Cross Country Summer Camp	\$1,609.50 (A)	\$0.00

Expenses are estimated until travel is completed and bills submitted.  
(D) District (G) Grant (A) Activity (O) Other5

**Return to Agenda**





**PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27**  
**Board of Education Proceedings**  
**March 9, 2026**

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, met in open and public session at 6:00 p.m., Monday, March 9, 2026. 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*, March 4, 2026. 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 Brian Lodes 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. Mr. Lodes led the group in the Pledge of Allegiance.

Roll call was taken. Board members who were present: Ms. Elizabeth Butler, Mr. Marcus Madler, Mr. Brian Lodes, Ms. Lisa Wood, Mr. Skip Bailey and Ms. SuAnn Witt. There were no comments from the Board or audience.

Communication

There were no public testifiers for items on the agenda.

Student Council

Ms. Abigail Bender and Maddie Larsen, representatives from Papillion La Vista South High School, reported for the Student Council. Students at Papillion La Vista South have recently completed their 2026-27 course registration. ACT Prep is in full swing as students prepare for the Pre ACT or ACT on March 24. The Titan boys basketball team qualified for state, as did the Monarchs, and both championship games will kick off on March 11. PLSHS Wrestling had 11 boys and 4 girls qualify for state. The PLSHS Girls bowling team competed at State as a team. The Titan Theater program is gearing up for 'Diary of Anne Frank' March 26-28. The Titan Band and Choir groups continue to have great seasons, with numerous trophies and individual awards. The Titan Dashers team raised \$17,000 for the Special Olympics Polar Plunge. PLSHS Student Council is gearing up for a blood drive and the 2026 senior sunset. The new Student Council officers will be appointed in a couple weeks. Pro Start Culinary Arts won another state championship. Mr. Landon Hauge won the district speech coach of the year.

Superintendent's Report

Dr. Rikli provided a report of highlights and activities he has attended this past month. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube. Dr. Rikli noted that the Monarch/Titan unified basketball game is tomorrow night at PLHS. Dr. Rikli attended the annual Battle of the Books competition at PLHS.

Dr. Rikli recognized Read Across America week and Liberty Day being celebrated across the district. Dr. Rikli thanked Dr. Settles and Dr. Meyers for hosting the final Community Closet event for this school year.

Dr. Rikli attended the NJROTC's celebration dinner at Tiburon Golf Course.

Dr. Rikli reminded the Board and community of the state boys basketball tournaments being held this week in Lincoln. Dr. Rikli introduced and welcomed Mr. Brenden Trout, who will be serving as principal at Prairie Queen Elementary starting next fall.

### Board Comments

Mr. Bailey attended a liaison lunch at Bell Elementary. Mr. Bailey will attend a MABE meeting this week, as well as Pizza and Bingo at Carriage Hill.

Ms. Butler attended a liaison lunch at Ashbury Elementary.

Mr. Madler attended the NASB Legislative Conference last week.

Mr. Lodes attended multiple events across the district.

### Committee Reports:

- Building & Grounds & Finance: Mr. Madler reported the committee had met. Agenda items discussed included the new baseball safety netting, district radio upgrades, potential middle school land purchase, the Foundation Field track project, legislative issues, and transportation.
- HR & Student Services Committee: Ms. Wood reported the committee had not met.
- Curriculum and Americanism Committee: Mr. Bailey reported the committee had not met.

### Action Items – Monthly Business

A motion was made by Mr. Bailey and seconded by Ms. Witt to approve the Action by Consent Items: The meeting agenda, bills, out of state travel and personnel, and board minutes of February 23, 2026, as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Madler, Lodes, Wood, Bailey, Witt, and Butler. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Ms. Wood to (1) approve the Foundation Field track replacement project as presented by Nemaha Sports Contracting LLC for the amount of \$1,183,400.80 and (2) to delegate authority to and authorize the Superintendent of Schools or Assistant Superintendent of Business Services for the school district to sign, execute and deliver such construction contracts, sign and approve any change orders, pay the contract price and other expenses related to the construction projects and take all other action necessary to complete any requirements or obligations under the construction projects and contracts. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Wood, Bailey, Witt, Butler and Madler. Nays: None. The motion carried.

A motion was made by Ms. Wood and seconded by Mr. Bailey to adopt the proposed goals and objectives for the 2026-2031 PLCS Strategic Plan. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Wood, Bailey, Witt, Butler, Madler and Lodes. Nays: None. The motion carried.

### Discussion/Information Items

The Series 3000 Board Policies are up for annual review. If there are changes proposed or recommended, please send them to Mr. Richards. Any changes will be presented as discussion items at the March 23rd board meeting, with possible action at the April 13th board meeting. If there are no changes recommended, the Board will acknowledge review of the Series 3000 Board Policies at the March 23 board meeting.

Mr. Richards provided the board with a legislative update, noting the current 60-day short session has 19 days remaining. Mr. Richards highlighted two bills of concern, LB 1219 and LB 1050. Mr. Richards also noted the importance of monitoring package bills and being prepared to communicate with senators on short notice regarding the impact of legislation on the district. Dr. Rikli added concerns regarding LB 1050's removal of parental rights in retention decisions and the potential impact of LB 1219 on the district's ability to recruit and retain quality teachers and staff.

### Communication

Public testifiers who addressed the Board: Angie Cantrell, Stefanie Barton, Angie Fair, and Rebecca Baruth.

Board President Lodes reviewed the future board calendar.  
Board President Lodes adjourned the meeting at 6:56p.m.

Skip Bailey, Secretary  
Papillion La Vista Community School District  
Board of Education

**Subject:** 2026 Staff Device Purchase

**Meeting Date:** March 23, 2026

**Prior Meeting Discussion Date:** October 8, 2018; February 25, 2019; March 11, 2019; November 11, 2019; May 11, 2020; May 24, 2021; February 8, 2023 (Curriculum & Americanism Subcommittee Meeting); February 27, 2023; March 6, 2023 (Curriculum & Americanism Subcommittee Meeting); December 11, 2023

**Department:** Curriculum and Instruction / Technology

**Action Desired:** Approval  Discussion  Information Only

**Background:** On February 23, 2026 the board approved to utilize Apple’s financing to purchase our entire fleet with AppleCare protection and structure our payments to match the current 4 year cycle established in 2018 (see list below). The fleet would include projected growth devices for the next 4 years.

- Year 1: 2026 - \$447,200.00
- Year 2: 2027 - \$223,600.00
- Year 3: 2028 - \$670,800.00
- Year 4: 2029 - \$0.00

The motion was to approve entering into a purchase agreement with Apple Computer, Inc. for a total purchase amount of \$1,341,600.00 to replace the existing staff fleet of Macbook Airs. After approval, Matt Moore completed the paperwork necessary to complete the order. The next week Apple reached out to the district to let them know that the quoted devices (13-inch M4 Macbook Airs with 256GB hard drives) were no longer in stock. **Apple offered an alternative device (15-inch M4 Macbook Air with 512GB hard drives) for the original quoted price of \$1,341,600.00. After discussion we decided to move forward with the offer.**

**Recommendation:** Note the change in model and update our stakeholders of the change

**Responsible Person:** Matt Moore, Shureen Seery and Brett Richards

**Superintendent’s Approval** Andrew J. Rikli  
Signature

**Subject:** Administrative Salaries for 2026-27 and 2027-28 School Years

**Meeting Date:** March 23, 2026

**Prior Meeting Discussion Date:**

**Department:** Human Resources

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

**Background:**

In January 2026, the Board approved the Teacher Negotiated agreement for the 2026-27 and 2027-28 school years. This resulted in a total package increase of 3.5% in year one and 3.49% year two. The HR Subcommittee considered this as well as other pieces of data in proposing the following for 2026-27:

Certified Administrators, Classified Directors, average package increase of 3.25%:

- Increase base \$2525 moving from \$74,290 to \$76,815
- Allow for vertical and horizontal movement

Assistant Superintendents recommended package increase is 3.25%.

**Recommendation:** Discussion

**Responsible Person:** Ms. Lisa Wood and Dr. Kati Settles

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

**Subject:** Superintendent Contract for 2026-27 and 2027-28 School Years

**Meeting Date:** March 23, 2026

**Prior Meeting Discussion Date:**

**Department:** Human Resources

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

**Background:**

In January 2026, the Board approved the Teacher Negotiated agreement for the 2026-27 and 2027-28 school years. This resulted in a total package increase of 3.5% in year one and 3.49% year two. The HR Subcommittee considered this as well as other pieces of data in proposing the following to Dr. Rikli’s contract for 2026-27:

The proposed Superintendent contract includes a total package increase of 3.002%. Dr. Rikli’s salary for the 2026-2027 school year is proposed to be \$288,136.41. Retirement represented a decrease in district contribution with the legislative changes. When retirement contributions plus increases in FICA, Medicare, and insurance rates are calculated, this is a total package cost of \$351,780.16, not to include budgeted amounts for travel allowance/reimbursement and association/membership dues. The total budgeted amount for this contract is \$361,780.16. The contract, which was updated in December of 2025, covers through the 2028-2029 contract years.

A copy of the Superintendent’s three-year contract is available for patron review on the District website in accordance with Nebraska’s Superintendent Contract Transparency Act.

**Recommendation:** Discussion

**Responsible Person:** Ms. Lisa Wood and Dr. Kati Settles

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

**RETURN TO AGENDA**

## SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

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

**WITNESSETH:** In accordance with action taken by the Board as recorded in the minutes of its meeting of April 13, 2026, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment subject to the terms and conditions set forth below.

**SECTION 1. Term of Contract.** The Superintendent shall be employed for a term beginning on July 1, 2026 and expiring on June 30, 2029. References to “contract year” shall mean the period from July 1 through June 30.

**SECTION 2. Salary and Performance Payment.** The Superintendent’s salary for the 2026-27 contract year shall be \$288,136.41 which shall be paid in equal installments in accordance with the Board’s policy governing payment of other professional staff employees. The salary for the 2026-27, 2027-28, and 2028-29 contract years shall be set by mutual agreement of the Superintendent and the Board; but shall not be less than the annual salary for the immediately preceding contract year. During the term of this Contract, the Board shall not reduce the Superintendent's salary but may increase it, as an amendment hereto, without such increase constituting a new contract or extending the length of this Contract. For the 2026-27 contract year and any subsequent period, the Board may, in its discretion, pay the Superintendent a performance payment for the completion of goals established collaboratively by the Superintendent and the Board.

**SECTION 3. Contract Extension.** Effective July 1, 2027, this Contract shall automatically be extended for one additional year beyond the initial term unless the Board gives the Superintendent written notice by that date that it will consider not renewing the Contract. Such notice must be given pursuant to official board action. The Board may take official action to extend the term of this contract at any regular or special meeting at which such extension is an agenda item.

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

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

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

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

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

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

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

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

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

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

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

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

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

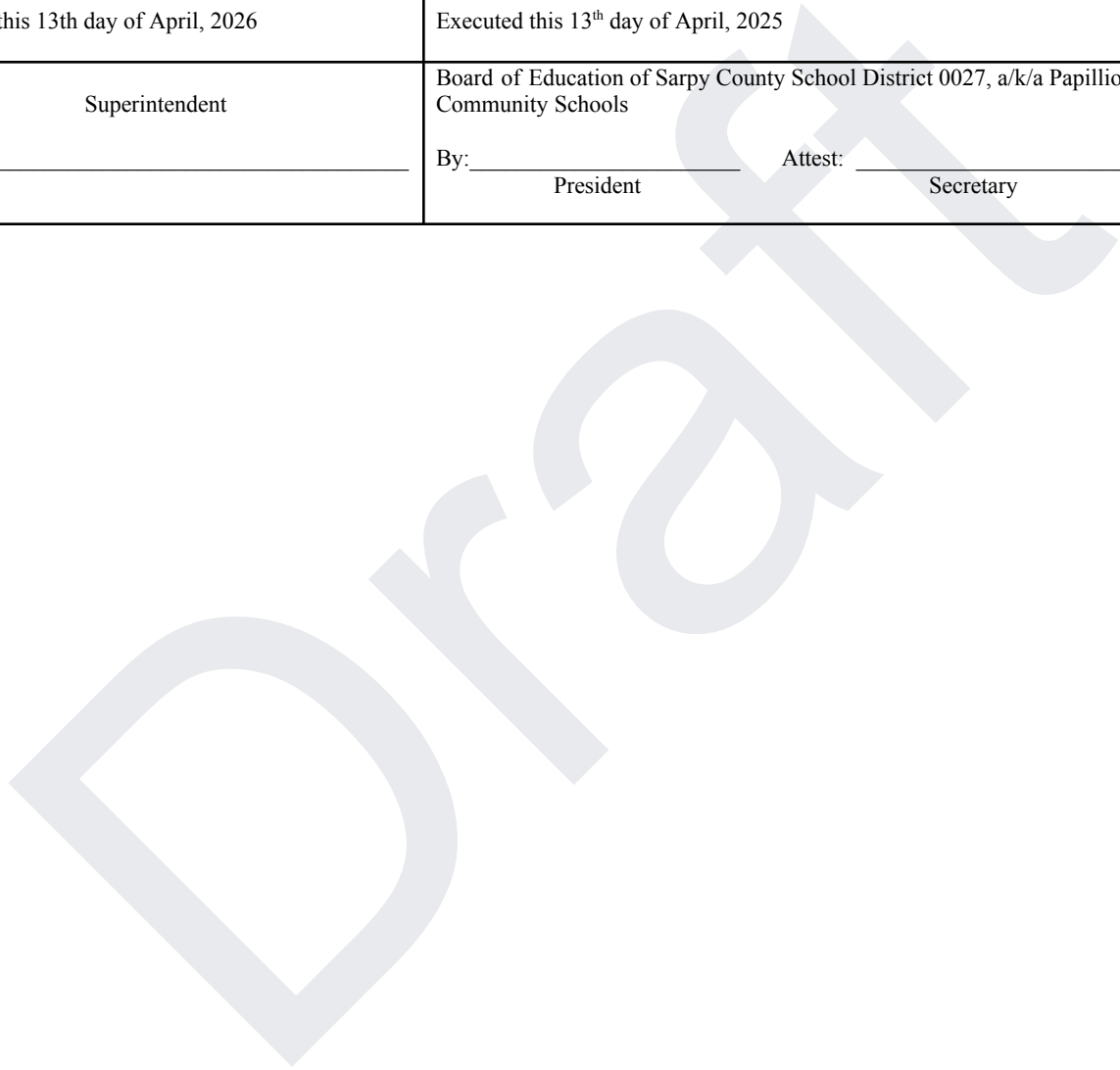
**SECTION 16. Amendments to be in Writing.** This Contract may be modified or amended only by a written statement duly authorized and executed by the Superintendent and the Board.

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

**SECTION 18. Evaluation.** The Board will evaluate and assess the Superintendent’s performance in writing twice during the first contract year and at least once per year in contract subsequent years. Upon completing each evaluation, the Board or a duly designated committee thereof shall meet with the Superintendent to review the results of the evaluation. The Board shall give the Superintendent a copy of the written evaluation, and he shall have the right to make a written response to it. The evaluations and written responses will be placed in the Superintendent’s personnel file.

**IN WITNESS WHEREOF,** the parties have executed this Contract on the dates set forth below.

Executed this 13th day of April, 2026	Executed this 13 <sup>th</sup> day of April, 2025
<p style="text-align: center;">Superintendent</p> <p>_____</p>	<p>Board of Education of Sarpy County School District 0027, a/k/a Papillion La Vista Community Schools</p> <p>By: _____ Attest: _____</p> <p style="text-align: center;">President Secretary</p>



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

Approval of the 2026-27 Superintendent's Contract is on the Papillion La Vista School Board Agenda for the April 13, 2026 meeting beginning at 6:00 p.m. at Papillion La Vista Community Schools Central Office in Papillion, Nebraska.

**Years on Contract:**

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

**Budget Impact Statement:**

As required by law the proposed budget impact statement itemizes current and future costs for the Superintendent as is proposed in the 2026-27 contract.

Salary: \$288,136.41

\*Cell phone stipend: \$1,080

Transportation Allowance: \$7,500

\*\*District's share of Retirement, FICA and Medicare: \$36,629.51

Insurances (Health, Dental, Life, Long Term Disability): \$19,514.24

Total salary and benefits package: \$351,780.16

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

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

**Total Proposed Budget: \$361,780.16**

\*Included in Salary

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

\*\*\*The amounts for travel and dues are based on the 2025-26 budgeted amounts, the 2026-27 budget has not been set but no change in amount is anticipated. The actual expenditure for the 2025-26 year was less than the budgeted amount.

**Future Expenses if Superintendent were to Leave:**

- **Payment for unused sick time.** Dr. Rikli receives 8 sick days and 4 personal days annually. His current leave balance is 130.87 days. 90 of those are eligible to be paid out at half the rate of a sub teacher. If none of these days were used, combined with his current balance, the amount he would receive at the end of the year for unused sick time, if he were to leave the school district, would be \$8,100.
- **Payment for unused vacation time.** Dr. Rikli receives 20 vacation days annually. His current vacation balance is 30 days. The maximum number of days that can be accrued is 30 days. The amount he would receive at the end of the year for 30 days of unused vacation time, if he were to leave the school district, would be \$33,246.51.