

Agenda for the Board of Education Meeting
Following the Amend 2025-26 Budget Hearing
August 10, 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. Reports
 - 1. Superintendent’s Report
 - 2. Board Member Reports
- B. Committee Reports
 - 1. Buildings, Grounds, & Finance
 - 2. Human Resources & Student Services
 - 3. Curriculum & Americanism

Public Comment for Items on the Agenda*

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

III. Action Items (*Motion Needed*)

- A. Action by Consent
 - 1. Approval of Meeting Agenda
 - 2. Bills
 - 3. Out-of-State Travel
 - 4. Personnel
 - 5. Parental Involvement Hearing and Board Meeting Minutes of July 27, 2026
- B. 2025-26 Budget Amendment (General Operations)
- C. Review Policy 6000 – Instruction (General Operations)
- D. Clerical Negotiated Agreement 2026-28 (Goal # 3)
- E. Paraprofessional Negotiated Agreement 2026-28 (Goal # 3)

IV. Discussion/Information Items

- A. Review Policy 7000 – Construction (General Operations)
- B. Review Policy 8000 – Board Organization and Operation (General Operations)
- C. Staffing/Student Enrollment Update (Goal # 3)
- D. 2026-27 Budget and Tax Discussions (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

August 12, 2026	First Day of School ½ day K-7th, 9th
August 15, 2026	PLCS Foundation Back to School Soiree
August 24, 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>

**PAPILLION - LA VISTA SCHOOL DISTRICT
BUILDING/CONSTRUCTION BILL LISTING
AUG 2026**

AMAZON	\$	1,551.42
ARCADIA CONSTRUCTION INC	\$	14,200.00
BERINGER CIACCIO DENNELL MABREY	\$	56,365.14
BOSCH BUILDING TECHNOLOGIES	\$	1,291.25
BOYD JONES CONSTRUCTION	\$	2,161,213.35
D.R. ANDERSON CONSTRUCTORS	\$	68,143.58
FIRST WIRELESS	\$	6,792.26
GENESIS CONTRACTING GROUP	\$	122,580.00
K.C. PETERSEN CONSTRUCTION	\$	56,210.00
LAMP RYNEARSON	\$	29,000.00
MOTOROLA SOLUTIONS INC	\$	128.40
OUTBACK FENCE CO	\$	34,610.62
PALADIN TECHNOLOGIES	\$	7,689.47
PRIME COMMUNICATIONS INC	\$	4,343.80
SAMPSON CONSTRUCTION	\$	2,067,104.55
TJ CABLE & UNDERGROUND	\$	2,590.00
TRANE U.S. INC	\$	5,250.00

\$4,639,063.84

RETURN TO AGENDA

PAPILLION-LA VISTA SCHOOL DISTRICT #27
DISBURSEMENT REPORT
JULY 2026

PAYROLL

Net Payroll Expense	\$	5,383,364.44
P/R Taxes	\$	1,918,898.87
Retirement ACH	\$	1,346,089.10
HSA Transfer	\$	42,379.31

Payroll Expenses	\$	8,690,731.72

ACCOUNTS PAYABLE

Vendor Checks	\$	3,704,698.01
Mileage/Reimbursements paid to Staff	\$	3,103.06

Total Accounts Payable Checks	\$	3,707,801.07

TOTAL GENERAL FUND	\$	12,398,532.79
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RETURN TO AGENDA

Check Number	Date	Payee	Amount
165618	7/1/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$6,000.00
165619	7/1/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$2,253.98
165620	7/6/2026	APPLE INC.	\$903.00
165621	7/6/2026	B&H PHOTO & ELECTRONICS CORP	\$6,292.18
165622	7/6/2026	MIDWEST BUILDING GROUP L.L.C.	\$3,500.00
165623	7/6/2026	STERLING COMPUTERS CORPORATION	\$1,068.72
165624	7/6/2026	UNITED PARCEL SERVICE INC.	\$103.65
165625	7/6/2026	BRIANA WIEGAND ABULGHAITH	\$203.87
165626	7/7/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$12,800.00
165627	7/15/2026	AFLAC	\$631.82
165628	7/15/2026	ASSURITY LIFE INSURANCE COMPANY	\$154.33
165629	7/15/2026	CREDIT MANAGEMENT SERV-DOUGLAS CTY	\$978.59
165630	7/15/2026	LVNV FUNDING LLC	\$799.77
165631	7/15/2026	MASTER BLASTER INC	\$1,053.26
165632	7/15/2026	MIDLAND CREDIT MANAGEMENT INC	\$1,081.18
165633	7/15/2026	NCSPC-WEB	\$1,391.00
165634	7/15/2026	NEBRASKA DEPARTMENT OF REVENUE	\$125.00
165635	7/15/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$55.98
165636	7/15/2026	PAPILLION-LAVISTA FOUNDATION	\$3,614.83
165637	7/15/2026	PINNACLE BANK	\$46,097.32
165638	7/15/2026	RESCO SOLUTIONS, INC-SARPY CTY	\$522.62
165639	7/15/2026	SEIU LOCAL 226 DUES	\$1,196.10
165640	7/15/2026	TSA CONSULTING GROUP-REMITTANCE	\$59,230.69
165641	7/15/2026	UNITED WAY OF THE MIDLANDS	\$186.84
165642	7/9/2026	360 COMMUNITY SERVICES	\$2,042.16
165643	7/9/2026	4IMPRINT	\$6,484.10
165644	7/9/2026	ACTION BATTERIES	\$154.44
165645	7/9/2026	AFP CORP.	\$5,630.31
165646	7/9/2026	AMAZON CAPITAL SERVICES	\$4,439.43
165647	7/9/2026	ARAMSCO INC	\$6,398.45
165648	7/9/2026	ARCADIA CONSTRUCTION INC	\$3,275.00
165649	7/9/2026	B & K MECHANICAL CONTRACTORS LLC	\$9,949.31
165650	7/9/2026	BIO COMPANY INC	\$44.00
165651	7/9/2026	CATALYST PUBLIC AFFAIRS, INC	\$3,250.00
165652	7/9/2026	CENGAGE LEARNING, INC	\$17,593.10
165653	7/9/2026	CITY OF PAPILLION - WATER	\$25,195.60
165654	7/9/2026	COLUMN SOFTWARE PBC	\$185.44
165655	7/9/2026	CONSOLIDATED ELEC DISTRIBUTORS, INC - 3E	\$282.26
165656	7/9/2026	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$243.52
165657	7/9/2026	CONTROL DEPOT INC	\$592.28
165658	7/9/2026	CTBOOK HOLDINGS LLC	\$3,145.50
165659	7/9/2026	CURZON PROMOTIONAL GRAPHICS	\$120.00
165660	7/9/2026	DENNIS SUPPLY COMPANY	\$42.96
165661	7/9/2026	DREXEL MECHANICAL INC	\$1,305.00
165662	7/9/2026	ECHO ELECTRIC	\$7.18
165663	7/9/2026	EDUCATIONAL SERVICE UNIT #3	\$11,379.39
165664	7/9/2026	EGAN SUPPLY COMPANY	\$6,338.75

165665	7/9/2026	EYMAN PLUMBING	\$340.00
165666	7/9/2026	FILTER SHOP	\$4,886.32
165667	7/9/2026	HILLYARD INC	\$3,512.54
165668	7/9/2026	HUSKER WINLECTRIC CO	\$637.15
165669	7/9/2026	IDN H HOFFMAN INC	\$519.02
165670	7/9/2026	IML SECURITY SUPPLY	\$136.44
165672	7/9/2026	KBC, INC.	\$579.93
165673	7/9/2026	LATITUDE SIGNAGE + DESIGN	\$525.00
165674	7/9/2026	LOVING HOME SERVICES, LLC	\$145,702.80
165675	7/9/2026	LOWES HOME CENTERS INCORPORATED	\$95.82
165676	7/9/2026	MAIALEARNING INC	\$25,030.00
165677	7/9/2026	MARISSA MURRAY	\$542.84
165678	7/9/2026	MENARD INC	\$95.56
165679	7/9/2026	MENARDS - RALSTON	\$1,052.28
165680	7/9/2026	NE COUNCIL OF SCHOOL ADMINISTRATORS	\$235.00
165681	7/9/2026	NEBRASKA TURF PRODUCTS	\$696.45
165682	7/9/2026	NEXT LEVEL KUSTOM INC	\$349.95
165683	7/9/2026	NIPPON SANSO MATHESON INC	\$41.64
165684	7/9/2026	OAK HILL BRANDS CORP	\$160.00
165685	7/9/2026	OTUS LLC	\$113,498.00
165686	7/9/2026	PIPING RESOURCES INC	\$117.46
165687	7/9/2026	RIVERSIDE ASSESSMENTS, LLC	\$750.00
165688	7/9/2026	SHERWIN WILLIAMS	\$151.28
165689	7/9/2026	SPORTS FACILITY MAINTENANCE, LLC	\$4,045.00
165690	7/9/2026	STERICYCLE, INC	\$470.70
165691	7/9/2026	SUN VALLEY LANDSCAPING	\$1,049.00
165692	7/9/2026	TAESE/USU	\$300.00
165693	7/9/2026	VARSITY SELF STORAGE	\$170.00
165694	7/9/2026	WEST OMAHA WINSUPPLY CO.	\$26.67
165695	7/9/2026	WESTLAKE HARDWARE INC	\$214.06
165696	7/10/2026	BENNETT, AMANDA ELIZABETH	\$423.54
165697	7/10/2026	BOTTJEN, TIFFANI MARIE	\$456.87
165698	7/10/2026	DAYAN, KELSEY ALEXIS	\$450.03
165699	7/10/2026	JOCHUM, REBECCA SUE	\$727.64
165700	7/10/2026	KASH-BROWN, SARA MARIA	\$706.27
165701	7/10/2026	MONTAG, JENNIFER	\$404.13
165702	7/13/2026	SARA MAHAN	\$631.70
165703	7/13/2026	AMERITAS LIFE INSURANCE CORP	\$13,407.88
165704	7/13/2026	BLUE CROSS BLUE SHIELD OF NE	\$1,938,462.19
165705	7/13/2026	MADISON NATIONAL LIFE	\$35,135.83
165706	7/15/2026	SARPY COUNTY JUVENILE	\$4,361.57
165707	7/15/2026	LOWES HOME CENTERS INCORPORATED	\$930.15
165709	7/17/2026	AMAZON CAPITAL SERVICES	\$7,012.05
165710	7/17/2026	ACCESS SYSTEMS	\$20,133.31
165711	7/17/2026	AFP CORP.	\$11,567.53
165712	7/17/2026	ALGYA ENTERPRISES INC	\$175.00
165713	7/17/2026	ALL MAKES OFFICE EQUIPMENT	\$4,613.70

165714	7/17/2026	ALLO HOLDING LLC	\$10,925.40
165715	7/17/2026	APPLE INC.	\$2,082.00
165716	7/17/2026	ATHLETICO EXCEL NEBRASKA LLC	\$300.00
165717	7/17/2026	B&H PHOTO & ELECTRONICS CORP	\$1,113.92
165718	7/17/2026	BLICK ART MATERIALS LLC	\$8,636.86
165719	7/17/2026	BRYAN SVAJGL	\$180.00
165720	7/17/2026	COLUMN SOFTWARE PBC	\$38.18
165721	7/17/2026	CRISIS PREVENTION INSTITUTE INC	\$7,858.50
165722	7/17/2026	CURRICULUM ASSOCIATES	\$178.24
165723	7/17/2026	DIETZE MUSIC INC	\$3,271.72
165724	7/17/2026	FARMHOUSE CAFE	\$1,504.26
165725	7/17/2026	FOLLETT CONTENT SOLUTIONS, LLC	\$2,663.25
165726	7/17/2026	KENDEL ENTERPRISES INC	\$315.00
165727	7/17/2026	LANGUAGELINC INTERPRETATION SERVICES	\$25.00
165728	7/17/2026	LEADING EDGE LAMINATING	\$279.80
165729	7/17/2026	LEE BHM CORP	\$81.59
165730	7/17/2026	LOWES HOME CENTERS INCORPORATED	\$5,837.89
165731	7/17/2026	METROPOLITAN UTILITIES DISTRICT	\$1,789.88
165732	7/17/2026	NEBRASKA CHAPTER OF THE CONSORTIUM OF SC	\$25.00
165733	7/17/2026	NEBRASKA SAFETY CENTER	\$100.00
165734	7/17/2026	OFFICE DEPOT INC	\$3,897.78
165735	7/17/2026	OMAHA PUBLIC POWER DISTRICT	\$194,542.63
165736	7/17/2026	ONE SOURCE THE BACKGROUND CHECK CO	\$1,384.05
165737	7/17/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$17,001.85
165738	7/17/2026	PAPILLION SANITATION	\$12,390.37
165739	7/17/2026	PAPILLION-LAVISTA FOUNDATION	\$1,500.00
165740	7/17/2026	RESEARCH PRESS	\$386.99
165741	7/17/2026	SWANK MOTION PICTURES, INC.	\$659.00
165742	7/17/2026	TAYLOR MUSIC INC	\$1,000.00
165743	7/17/2026	THE PROPHET CORPORATION	\$159.80
165744	7/17/2026	THOMPSON, MICHELLE	\$24.08
165745	7/17/2026	UNITED PARCEL SERVICE INC.	\$48.75
165746	7/17/2026	UNITED SEATING AND MOBILITY, LLC	\$421.95
165747	7/17/2026	WEEDER'S INC	\$3,710.00
165748	7/17/2026	WEST MUSIC CO., INC	\$19,724.02
165749	7/17/2026	WESTLAKE HARDWARE INC	\$443.09
165750	7/17/2026	WOODRIVER ENERGY, LLC	\$26,533.18
165757	7/17/2026	AMAZON CAPITAL SERVICES	\$174.99
165758	7/21/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$332.36
165759	7/23/2026	APPLE INC.	\$8,480.00
165760	7/23/2026	EDUCATIONAL SERVICE UNIT #3	\$1,253.84
165761	7/23/2026	FIRST STUDENT	\$288.75
165762	7/23/2026	OCCUPATIONAL HEALTH CENTERS OF NE	\$98.00
165763	7/23/2026	THE PROPHET CORPORATION	\$1,586.24
165764	7/23/2026	THE READING LEAGUE INC	\$162.10
165765	7/23/2026	TITAN MEDICAL GROUP LLC	\$1,806.25
165766	7/23/2026	PINNACLE BANK - VISA	\$28,401.14

165767	7/24/2026	ACCESS SYSTEMS LEASING - MN	\$10,716.27
165768	7/24/2026	AFP CORP.	\$10,147.19
165769	7/24/2026	APPLE INC.	\$6,047.05
165770	7/24/2026	B&H PHOTO & ELECTRONICS CORP	\$1,169.04
165771	7/24/2026	BLICK ART MATERIALS LLC	\$56.88
165772	7/24/2026	CINTAS CORPORATION NO. 2	\$278.12
165773	7/24/2026	COLUMN SOFTWARE PBC	\$151.63
165774	7/24/2026	FLINN SCIENTIFIC INC	\$1,147.70
165775	7/24/2026	GRAYBAR ELECTRIC COMPANY INC	\$127.03
165776	7/24/2026	LEXIA LEARNING SYSTEMS LLC	\$995.00
165777	7/24/2026	METROPOLITAN UTILITIES DISTRICT	\$9,077.39
165778	7/24/2026	NEBRASKA METHODISTHEALTH SYSTEM INC	\$2,470.00
165779	7/24/2026	NEXTCARE INC	\$665.00
165780	7/24/2026	OAK HILL BRANDS CORP	\$5.79
165781	7/24/2026	SARPY COUNTY JUVENILE	\$3,896.47
165782	7/24/2026	SCHOOL SPECIALTY, LLC NASCO EDUCATION	\$1,481.37
165783	7/24/2026	SONOCENT LLC	\$2,411.00
165784	7/24/2026	SONOVA USA INC	\$457.99
165785	7/24/2026	STERICYCLE, INC	\$1,657.24
165786	7/24/2026	STERLING COMPUTERS CORPORATION	\$2,603.66
165787	7/24/2026	TALX UCM SERVICES INC	\$551.93
165788	7/24/2026	THE TROPHY GUY INC.	\$25.00
165789	7/24/2026	UNITED PARCEL SERVICE INC.	\$73.65
165790	7/24/2026	US OMNI & TSACG COMPLIANCE SVCS INC	\$242.44
165791	7/24/2026	WEEDER'S INC	\$2,305.00
165792	7/24/2026	WEST MUSIC CO., INC	\$5,858.95
165793	7/24/2026	AMAZON CAPITAL SERVICES	\$1,680.39
165794	7/24/2026	PINNACLE BANK - VISA	\$903.23
165795	7/29/2026	HOFFMAN, BRITTANY ALLYN	\$1,153.75
165796	7/31/2026	DENA STEMM	\$150.00
165797	7/31/2026	FAMILY CONNECTIONS, INC	\$2,891.37
165798	7/31/2026	FOCUSC3 PC	\$1,250.00
165799	7/31/2026	PAPILLION LA VISTA COMMUNITY SCHOOL	\$3,424.76
165800	7/31/2026	STEADY STEPS FORWARD	\$600.00
165801	7/31/2026	STERLING COMPUTERS CORPORATION	\$600.00
165802	7/31/2026	ALDRICH, TAMARA LYNN	\$136.81
165803	7/31/2026	BELFIORE, APRIL RENEE	\$60.03
165804	7/31/2026	BELL, ANDREW A	\$42.72
165805	7/31/2026	BELL, KELLEY SUE	\$34.66
165806	7/31/2026	BENDER, STACIE MARIE	\$358.15
165807	7/31/2026	BOOMS, CAITLYN MICHELLE	\$7.25
165808	7/31/2026	BOTTJEN, TIFFANI MARIE	\$123.98
165809	7/31/2026	BURMEISTER, ANN	\$250.28
165810	7/31/2026	DENKER, JULIE ANN	\$289.71
165811	7/31/2026	GREEN, CHANTELE RENAE	\$361.90
165812	7/31/2026	HALL, MELISSA ELIZABETH	\$121.15
165813	7/31/2026	ILIFF, NICOLE ANN	\$190.02

165814	7/31/2026	ISHAM, ASHLEE LYNN	\$28.28
165815	7/31/2026	JACLYN VOTE	\$210.70
165816	7/31/2026	KANEEN SMYER	\$82.65
165817	7/31/2026	KENOYER, ERICA LYNN	\$392.63
165819	7/31/2026	LOZIER, VIRGINIA WHITE	\$24.65
165820	7/31/2026	MEYERS, REBECCA CATHERINE	\$87.99
165821	7/31/2026	O'CALLAGHAN, TYLER	\$34.22
165822	7/31/2026	RASMUSSEN, MICHAEL ALAN	\$48.41
165823	7/31/2026	SETTLES, KATHRYN A	\$97.68
165824	7/31/2026	WOODWARD, MICHELLE JULIANNE	\$64.23
165825	7/31/2026	ACCESS SYSTEMS	\$22,061.81
165826	7/31/2026	B&H PHOTO & ELECTRONICS CORP	\$3,705.02
165827	7/31/2026	BLICK ART MATERIALS LLC	\$833.68
165828	7/31/2026	BRYAN SVAJGL	\$180.00
165829	7/31/2026	CITY PAPILLION ALARM PROGRAM	\$50.00
165830	7/31/2026	DIETZE MUSIC INC	\$1,750.70
165831	7/31/2026	ESU COORDINATING COUNCIL	\$12,346.00
165832	7/31/2026	FOLLETT CONTENT SOLUTIONS, LLC	\$389.51
165833	7/31/2026	IDEAL IMAGES INC	\$572.43
165834	7/31/2026	JOSTENS INC	\$16.35
165835	7/31/2026	KIDWELL INC	\$2,930.00
165836	7/31/2026	MEIRELES, ANA GLORIA	\$22.00
165837	7/31/2026	METROPOLITAN UTILITIES DISTRICT	\$1,078.40
165838	7/31/2026	MORRIS PRINTING GROUP INC	\$678.60
165839	7/31/2026	NEBRASKA STATE FIRE MARSHAL	\$2,088.00
165840	7/31/2026	OSP, LLC	\$650.00
165841	7/31/2026	PAPILLION SANITATION	\$1,649.58
165842	7/31/2026	RENTOKIL NORTH AMERICA INC	\$1,894.31
165843	7/31/2026	SCHOOL OUTFITTERS LLC	\$10,736.23
165844	7/31/2026	STERICYCLE, INC	\$326.74
165845	7/31/2026	STERLING COMPUTERS CORPORATION	\$611.09
165846	7/31/2026	SWANK MOTION PICTURES, INC.	\$416.00
165847	7/31/2026	THOMPSON, MICHELLE	\$88.45
165848	7/31/2026	US OMNI & TSACG COMPLIANCE SVCS INC	\$242.44
165849	7/31/2026	VARSITY SELF STORAGE	\$170.00
165850	7/31/2026	VPU FAYETTEVILLE LLC	\$9,650.30
165851	7/31/2026	AMAZON CAPITAL SERVICES	\$4,378.37
165852	7/31/2026	ALL MAKES OFFICE EQUIPMENT	\$1,272.16
165853	7/31/2026	ARAMSCO INC	\$1,135.87
165854	7/31/2026	ARCADIA CONSTRUCTION INC	\$26,210.00
165855	7/31/2026	B & K MECHANICAL CONTRACTORS LLC	\$1,025.13
165856	7/31/2026	B G PETERSON COMPANY	\$748.17
165857	7/31/2026	BARTON SOLVENTS INCORPORATED	\$3,230.74
165858	7/31/2026	CARDINAL MANUFACTURING COMPANY	\$60.00
165859	7/31/2026	CERRIS SYSTEMS NORTH CENTRAL, INC.	\$306.50
165860	7/31/2026	CHESTER ANDERSON & SONS INC	\$1,806.00
165861	7/31/2026	CONSOLIDATED ELEC DISTRIBUTORS, INC - 3E	\$379.90

165862	7/31/2026	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$1,089.63
165863	7/31/2026	CONTROL DEPOT INC	\$1,161.14
165864	7/31/2026	CROUCH RECREATION DESIGN INC	\$2,210.00
165865	7/31/2026	D&M ROSS LLC PAPILLION AUTO SERVICE	\$5,687.65
165866	7/31/2026	D.M.G INC.	\$120.64
165867	7/31/2026	DBA AE SUPPLY	\$850.00
165868	7/31/2026	DIGITAL ASSETS LLC	\$5,552.42
165869	7/31/2026	DOUGLAS J KELLEY	\$52,218.00
165870	7/31/2026	ECHO ELECTRIC	\$749.84
165871	7/31/2026	EDUCATIONAL SERVICE UNIT #3	\$9,262.74
165872	7/31/2026	EGAN SUPPLY COMPANY	\$53,557.51
165873	7/31/2026	ELECTRONIC CONTRACTING COMPANY OMAHA	\$307.13
165874	7/31/2026	EYMAN PLUMBING	\$5,346.43
165875	7/31/2026	FACILITY ADVOCATES, LLC	\$14,089.00
165876	7/31/2026	FILTER SHOP	\$21,420.72
165877	7/31/2026	FIRST STUDENT	\$1,637.35
165878	7/31/2026	FORCE HVAC LLC	\$4,784.00
165879	7/31/2026	GRAINGER	\$869.84
165880	7/31/2026	HATCHER MOBILE SERVICES LLC	\$1,055.45
165881	7/31/2026	HD SUPPLY FACILITIES MAINTENANCE	\$2,688.59
165882	7/31/2026	HILLYARD INC	\$17,623.63
165883	7/31/2026	HUSKER WINLECTRIC CO	\$2,826.55
165884	7/31/2026	IDN H HOFFMAN INC	\$167.79
165885	7/31/2026	IML SECURITY SUPPLY	\$254.99
165886	7/31/2026	J&R DOOR	\$6,801.00
165887	7/31/2026	JARDINE QUALITY IRRIGATION INC	\$1,647.21
165888	7/31/2026	JOHNSON HARDWARE COMPANY, LLC	\$90.00
165889	7/31/2026	JOURNEYED.COM INC	\$38,881.60
165890	7/31/2026	KBC, INC.	\$3,851.22
165891	7/31/2026	KSB SCHOOL LAW PC LLC	\$7,783.01
165892	7/31/2026	LATITUDE SIGNAGE + DESIGN	\$551.00
165893	7/31/2026	MECHANICAL SALES INC	\$2,254.00
165894	7/31/2026	MECHANICAL SALES PARTS INC	\$1,585.96
165895	7/31/2026	MENARD INC	\$1,836.08
165896	7/31/2026	MENARDS - RALSTON	\$957.68
165897	7/31/2026	MICHAEL TODD & CO, INC	\$258.95
165898	7/31/2026	MIDWEST PLASTICS INCORPORATED	\$300.00
165899	7/31/2026	MIKTOM INCORPORATED	\$43,645.00
165900	7/31/2026	MOORE SERVICES INC.	\$378.00
165901	7/31/2026	NEBRASKA GENERATOR SERVICE, LLC	\$635.50
165902	7/31/2026	NEBRASKA IOWA INDUSTRIAL FASTENERS	\$11.76
165903	7/31/2026	NEBRASKA IOWA SUPPLY COMPANY	\$22,627.58
165904	7/31/2026	NEBRASKA SCHOOL PSYCHOLOGIST ASSN	\$180.00
165905	7/31/2026	NEBRASKA TURF PRODUCTS	\$1,455.53
165906	7/31/2026	NEXT LEVEL KUSTOM INC	\$65.00
165907	7/31/2026	NIPPON SANZO MATHESON INC	\$90.71
165908	7/31/2026	O'REILLY AUTOMOTIVE STORES, INC.	\$73.90

165909	7/31/2026	ODP BUSINESS SOLUTIONS LLC	\$70.76
165910	7/31/2026	OFFICE DEPOT INC	\$1,091.56
165911	7/31/2026	OMAHA WHOLESALE HARDWARE	\$898.80
165912	7/31/2026	RAINBOW GLASS AND SUPPLY INC	\$1,044.00
165913	7/31/2026	RALSTON PUBLIC SCHOOLS	\$56,044.46
165914	7/31/2026	RENAISSANCE LEARNING INC	\$9,152.00
165915	7/31/2026	ROSSER LAWN CARE, INC	\$30,025.00
165916	7/31/2026	SCHUMACHER ELEVATOR COMPANY	\$942.00
165917	7/31/2026	SDI INNOVATIONS, INC SCHOOL DATEBOOKS	\$5,495.27
165918	7/31/2026	SHERWIN WILLIAMS	\$269.38
165919	7/31/2026	SITEONE LANDSCAPE SUPPLY HOLDING LL	\$488.71
165920	7/31/2026	SUN VALLEY LANDSCAPING	\$15,146.57
165921	7/31/2026	TRANE U.S. INC	\$2,132.50
165922	7/31/2026	TY'S OUTDOOR POWER & SERVICE INC	\$375.94
165923	7/31/2026	ULINE INC	\$152.62
165924	7/31/2026	VERNE SIMMONDS COMPANY INC	\$12,813.20
165925	7/31/2026	VOSS LIGHTING	\$1,080.80
165926	7/31/2026	WEST OMAHA WINSUPPLY CO.	\$233.80
165927	7/31/2026	WOLSELEY INVESTMENTS INC	\$328.22
165928	7/31/2026	CHESTERMAN COMPANY	\$370.14
165929	7/31/2026	DOUGLAS FOOD STORES INC	\$15,241.78
165930	7/31/2026	GREATER OMAHA REFRIGERATION	\$447.30
165931	7/31/2026	GREENBERG FRUIT COMPANY	\$883.66
165932	7/31/2026	HILAND DAIRY FOODS COMPANY, LLC	\$795.32
165933	7/31/2026	LINEAGE LOGISTICS HOLDINGS LLC	\$417.73
165934	7/31/2026	PERFORMANCE FOOD GROUP INC	\$19,984.26
165935	7/31/2026	PT INTERMEDIATE HOLDINGS IV, LLC	\$95.95
165936	7/31/2026	ROTELLAS ITALIAN BAKERY INC	\$142.20
165937	7/31/2026	SINGER MS, LLC DBA SINGER H&R	\$1,730.00
165938	7/31/2026	TAKKT AMERICA HOLDING INC	\$6,414.24
165939	7/31/2026	TRIMARK HOCKENBERGS	\$2,347.56
			\$3,701,649.24

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
MONTHLY STAFF TRAVEL REQUEST
BOARD OF EDUCATION
August 10, 2026

STAFF MEMBER	DATE AND DESTINATION	CONFERENCE / WORKSHOP	ESTIMATED REGISTRATION / TRANSPORTATION / LODGING / MEALS	ESTIMATED SUB COST
Kelley Bell, Gretchen Kalkowski and Caitlin Nelson	September 29 - October 2, 2026 Chicago, IL	Reading League Conference	\$7,737.00 (G)	\$0.00
Will Beard	September 16-19, 2026 Nashville, TN	Brand New Conference	\$2,218.79 (D)	\$0.00
OUT-OF STATE TRAVEL FOR STUDENTS AND STAFF Estimated General Fund Expenditures				
Megan Seeley, Josie Doxzon, Jaisa Thomas and 13 students	November 22, 2026 St. Louis, MO	UDA Regionals	\$1,598.95 (A)	\$0.00
Matthew Rom, Colin Frye, Hannah Rothermund, Brooke Winsor, Nate Brown, Bennett Jandreau, Allison Neuman, Omar Khayati, Sarah Wilhelm, Andrew Peters, 10 Chaperones and 170 Students	October 3 - 4, 2026 Cedar Falls, IA	Bands of America Iowa Regional Championships	\$45,515.00 (A)	\$0.00
Sydney Travis, Allie Kamppinen and 16 Students	February 3 - 8, 2026 Orlando, FL	UDA High School Nationals	\$6,200.00 (A)	\$0.00

Expenses are estimated until travel is completed and bills submitted.

(D) District (G) Grant (A) Activity (O) Other

Return to Agenda

PAPILLION LA VISTA COMMUNITY SCHOOLS #27
PERSONNEL ACTIONS
BOARD OF EDUCATION
August 10, 2026

Resignations

New Contracts

Stephanie Thompson	Nurse	Golden Hills
Stephanie received her Bachelors from the Chamberlain College of Nursing in May 2013. Stephanie has 19 years of experience in the healthcare field. Stephanie is a registered nurse and CPR certified. Stephanie currently works for the Methodist Women's Clinic.		

Lupmay Gomez	Spanish	Papillion La Vista South High School
Lupmay received her Bachelors from Universidad Central de Venezuela in May 2013. Lupmay has been with Omaha Public Schools as a Bilingual Liaison. She is currently enrolled in the University of Nebraska, Kearney in their Transitional Program.		

Papillion La Vista Community Schools #27
Parental Involvement Hearing
Proceedings
July 27, 2026

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, conducted a Parental Involvement Hearing in open and public session at 6:00 p.m. Monday, July 27, 2026. The hearing was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the Hearing was provided in advance by publication in the *Sarpy Times*, July 22, 2026. Notice of the Hearing was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the administration office. The proceedings hereafter shown were taken while the convened hearing was open to the attendance of the public.

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

The purpose of the hearing was to hear support, opposition, suggestions, or observations of community patrons relating to parental involvement in education practices that may affect their children. Dr. Shureen Seery provided a summary of Board Policy and Procedure #6404-Parental Involvement in Educational Practices. She stated that the policy outlines the importance of parent/guardian involvement in the operation of schools. Dr. Seery also referenced related Board Policy 6405 – Curriculum Reconsideration and Controversial Issues, and Board Policy 6401 – School Libraries.

There being no comments or questions from the Board the Parental Involvement Hearing was adjourned at 6:03pm.

Skip Bailey, Secretary
Board of Education

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
July 27, 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 6:03p.m., Monday, July 27, 2026, following the Parental Involvement Hearing. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, July 22, 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 Mr. Brian Lodes called the meeting to order and stated that the Pledge of Allegiance, Roll Call, and Open Meetings Law notification were taken care of at the Parental Involvement Hearing conducted prior to this meeting.

Military Advisory

Colonel Mark Russell shared updates from Offutt Air Force Base. Colonel Russell shared details on the upcoming Offutt Air & Space Show, August 8–9, 2026, the requirement for a free parking pass reserved in advance online, and the absence of a headliner act (Blue Angels/Thunderbirds) this year due to other engagements tied to the nation's 250th anniversary. Colonel Russell also shared that this is peak PCS (Permanent Change of Station) season and requested continued proactive support from the community and schools to ease the transition for military families, and shared details of an upcoming IEP/504 workshop for military families hosted by PTI Nebraska on Saturday, August 22, on base.

Superintendent's Report

Dr. Rikli provided a report on highlights and activities, thanking the community members in attendance and those watching online. Dr. Rikli shared that August 12 is a half day for most students and August 13 is a full day for all students, PK–12. Dr. Rikli shared that staff are returning in waves, including new administrators, clerical staff, and instructional staff, who returned that morning. Dr. Rikli shared details of the administrative team's back-to-school retreat and the NDE Administrator Days in Kearney. Dr. Rikli thanked the Board and community for the recent ribbon cutting and opening of Lincoln View Elementary, the district's 17th elementary building. Dr. Rikli shared that the PLCS Foundation's annual gala will be held Saturday, August 15, at the Beardmore Event Center, and that a Board retreat has been scheduled for October 1, 2026.

Board Comments

Mr. Lodes echoed Dr. Rikli's thanks to Board members, staff, and custodial staff for their work preparing Lincoln View Elementary for its opening.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported the committee has not met.
- HR & Student Services Committee: Ms. Wood reported the committee met July 23. Topics included current student enrollment status, with a more complete report to follow in the coming months, and ongoing personnel updates. Dr. Rikli noted that the school nurse position discussed by the committee has since been successfully filled.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee met and discussed a new state law requirement for posting Board of Education meetings, the 6000-series policy updates presented later in this meeting, the district's 2026–2027 goals, a new administrative professional development focus book, and upcoming hearings, including tonight's Parental Involvement Hearing and a future Americanism/Civics hearing.

Communication

There were no public testifiers who addressed the Board.

Action Items

A motion was made by Mr. Bailey and seconded by Ms. Witt to approve the Action by Consent Items: The meeting agenda, finance, the Student Fees Hearing and Board meeting minutes of July 13, 2026. 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 approve the attached sale of the Print Shop Purchase Agreement and Memorandum of Understanding with the school district's Foundation as presented and designate the Assistant Superintendent of Business Services the authority to sign, execute, and deliver such Purchase Agreement and any documents or agreements called for in such sale Agreement and pay any additional closing fees associated with this transaction on behalf of PLCS.. Ms. Butler stated her full support for the item but disclosed that she serves on both the Board and the Foundation board and abstained from the vote out of an abundance of caution. Roll call vote was taken. Ayes: Lodes, Wood, Bailey, Witt, Madler. Abstain: Butler. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Ms. Witt to accept the changes to Policy 3406: Fiscal Management for Purchasing and Procurement Using Federal Funds and Policy 4041: Relations With Employee Collective Bargaining Associations (per new LB 429), as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Wood, Bailey, Witt, Butler, Madler, Lodes. Nays: None. The motion carried.

A motion was made by Mr. Bailey and seconded by Mr. Madler to approve the attached 2026–27 student fees for elementary and secondary schools as presented, which includes a five-cent increase to breakfast and lunch. Board members thanked staff for working to keep fees reasonable for families. Mr. Richards noted new state legislation, supported by the Susan Buffett Foundation, that will provide free lunch this year to students who qualify for reduced-price meals, and reminded families that fee waivers remain available through their building principal for families who qualify for free or reduced-price meals, and that free/reduced applications may be updated at any point during the school year as circumstances change. Roll call vote was taken. Ayes: Bailey, Witt, Butler, Madler, Lodes, Wood. Nays: None. The motion carried.

Discussion/Information Items

Dr. Shureen Seery presented the district's Statements of Assurance for Rule 10 (each building principal has signed acknowledging compliance) and the Americanism and Multiculturalism Education statement required under Neb. Rev. Stat. § 79-724. Dr. Seery noted the district's social studies standards are not currently in the curriculum

update cycle, though the recently rolled-out Personal Finance course draws on the economics standards within social studies.

Dr. Seery presented recommended updates to the 6000-series -Instruction policies: deletion of Policy 6203 Driver's Education, which the district no longer offers directly; a language cleanup to Policy 6304 Extracurricular Activities updating "enrollment option program" to "option enrollment"; an update to Policy 6401 School Libraries adding language required by new law regarding parent access to the library catalog and checkout notifications; and a recommended retitling of Policy 6405 from "Controversial Issues" to "Controversial Issues and Curriculum Reconsideration" to better reflect its scope, with no change to the underlying process. In response to a Board member's question, Dr. Seery reported that approximately 55 curriculum reconsideration reviews were completed over the past three years, with three completed in the past school year, and noted the volume of requests has declined significantly.

Mr. Richards Board Policy 7000 - Construction is due for the annual review. Based upon the review of this policy, if there would be recommended revisions, discussion would be held at the August 10, 2026, board meeting. Any changes would be acted on at the August 24, 2026, meeting of the Board.

Dr. Settles presented the tentative clerical negotiated agreement for 2026–2028 with Local 226, which was ratified by clerical staff members. Highlights include: a two-year agreement effective September 1, 2026; a total compensation package increase of 3.5% for 2026–27 (2027–28 pay equals the 2026–27 rate plus an additional 1.62%); new-hire starting rates ranging from \$18.25 to \$18.90 per hour depending on job category; an employer NPERS contribution of 7.32%; an increase in bereavement leave to ten days for a spouse, domestic partner, or child; and a clarification that the one paid vacation day in spring applies to employees on 12-month contracts. The agreement will be brought back to the Board for action on August 10, 2026.

Dr. Settles presented the tentative paraprofessional negotiated agreement for 2026–2028, which was ratified by Local 226 Paraprofessional members. Provisions of the contract include: Dr. Settles shared results of an April 2026 survey of paraprofessionals (149 respondents), which identified hourly pay, benefits, and schedule flexibility as top priorities, and training, the student calendar, and insurance benefits as lower priorities. Highlights of the tentative agreement include: a two-year agreement effective August 1, 2026; a total compensation package increase of 3.5% for 2026–27; an increase in bereavement leave to ten days; an employer NPERS contribution of 7.32%; new-hire starting rates ranging from \$16.29 to \$17.93 per hour depending on job category; and wage increases for returning staff ranging from approximately \$0.67 to \$0.96 per hour in year one and \$0.28 to \$0.43 per hour in year two, depending on job category. A Board member shared a personal reflection on the impact paraprofessionals have on students and families.

There was no public comment on items not otherwise on tonight's agenda.

Board President Lodes reviewed the future board calendar.
Board President Lodes adjourned the meeting at 6:48pm.

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

Subject: 2025-26 Amended Budget- Bond Fund

Meeting Date: August 10, 2026

Prior Meeting Discussion Date: Sept. 22, 2025

Department: Business Services

Background:

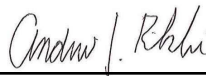
A public hearing is being held to amend the 2025-26 Bond Fund Budget. The 2025-26 budget for all funds was formally approved on Sept. 22, 2025. The amendment to the Bond Fund was published in the Sarpy County Times on August 5, 2026 and is attached to the hearing documents.

- The Bond Fund is the fund we use to pay the Principal and Interest for bond payments each year.
- The amount for payments budgeted was under the amount that was due in the fiscal year 2025-26.
- We recommend the increase from \$18,500,000 to \$20,900,000 to allow for expenditures.
- There will be no property tax increase for the 2025-26 Bond Fund budget amendment.

Responsible Person: Brett Richards

Recommendation: Motion to approve the adoption of the amended Bond Fund budget for 2025-26 for Papillion La Vista Community Schools to the amount of \$20,900,000 and as presented within the attached State Budget Form change.

Superintendent's Approval_____



Signature

RETURN TO AGENDA

Subject: Policy Series 6000 - Instruction

Meeting Date: August 10, 2026

Prior Meeting Discussion Date: American Civics Subcommittee-- June 16, 2025; Board Meeting - June 22, 2026 & July 27, 2026

Department: CIA

Action Desired: Approval X Discussion Information Only

Background: Board Policy 6000 - Instruction is due for the annual review. The following is a summary of the policy changes recommended:

Policy Changes: 6203, 6304, 6401, 6405

See the attached table for details and explanations.

Recommendation: Motion to approve policy updates to policies 6203, 6304, 6401, and 6405 as presented.

Responsible Person: Shureen Seery

Superintendent's Approval Andrew J. Rikli
Signature

RETURN TO AGENDA

BOE Policy Changes to 6000

July 27, 2026-- Discussion

Policy #	Reason/Why	Snapshot of Proposed Change
6203 Driver's Ed	No longer offer Driver's Ed through the District. It is offered through ESU#3.	Delete
6304 Extra Curricular Activities	Clean up the wording in the last paragraph of the policy.	The Board supports the participation in district-sponsored activities to the greatest extent possible of all eligible residents, private, parochial and exempt home school students, as well as all students entering the District through the Option Enrollment Enrollment Option program or Open Enrollment . Further, the District provides qualified students with a disability the opportunity to benefit from the District's programs equal to that of students without disabilities.
6401 School Libraries	Added opportunity for notification for parents in accordance with new legislation.	Opportunity for Notification. A Parent shall have the opportunity to be notified when the Parent's student checks out a book from the school library, which notification shall include the title of the book, the author(s) of the book, and the date the book is due to be returned to the school library. The administration may elect to allow a Parent to exercise the opportunity to receive such notifications by the means of a website , District's parent portal application notification , or by opting into email notifications.
6405 Controversial Issues	Updating the title of the policy.	Series Name: 6000 - Instruction Topic: 6400 - Instructional Materials Policy: 6405 Controversial Issues & Curriculum Reconsideration

Date: July 10, 2025 - Eliminate Policy, program is now outsourced through ESU#3

Series Name: ~~6000—Instruction~~

Topic: ~~6200—Instructional Curriculum~~

Policy: ~~6203 Drivers' Education~~

~~Any Drivers' Education Program offered will meet any standards that may be set by the State Department of Education. It will be available on a fee basis to any student who has finished the ninth grade or attained the legal driving age.~~

Series Name: 6000 - Instruction

Topic: 6300 - Alternative Programs

Policy: 6304 Extracurricular Activities

Extracurricular activities enhance the overall effectiveness of the education program and student participation in such activities is encouraged. The Superintendent and administrative staff have the responsibility to guide and control such activities and to develop procedures, which will govern student participation in these activities.

The Board encourages the development of, and student participation in intramural athletic programs within the bounds of budget limitations, proper staff, student interest and adequate facilities.

The Board also encourages student participation in interschool athletics. All student athletic programs operated by the school district in grades 9-12 and sanctioned by the Nebraska School Activities Association (NSAA) must meet the standards set by the NSAA for student eligibility and conduct.

Student publications are also important elements of the instructional program and the Board supports student newspapers and annuals produced under the supervision of building principals.

Additionally, the Board endorses district-sponsored clubs and other approved school organizations and encourages students to participate in such clubs and organizations.

The Board supports the participation in district-sponsored activities to the greatest extent possible of all eligible residents, private, parochial and exempt home school students, as well as all students entering the District through Option Enrollment. Further, the District provides qualified students with a disability the opportunity to benefit from the District's programs equal to that of students without disabilities.

Procedure 6304

Activities are considered a part of a comprehensive educational program and all regulations and standards of student conduct applying to the classroom instructional program shall be enforced in activities as well. All activities are optional for student participation.

Student interest will serve as the basic guideline for the creation and/or continuation of any club or organization, within the bounds of budget limitations, availability of adequate staff to provide supervision and adequate facilities. Students interested in participating in co-curricular activities such as class field trips, clubs (i.e. DECA, FBLA, National Honor Society) or other subject-related events must first be enrolled in the subject area course(es) to which the event is related. Each building principal is responsible for the formulation of written rules governing all clubs and organizations within his/her school.

The building principal and/or athletic/activity director of each school shall be responsible for determining the eligibility of any student who wishes to participate in any extracurricular or co-curricular activity. When the number of students allowed to participate in a team or club must be limited, each supervisor/coach shall be responsible for determining which candidates will become members of that team or club. The District may require a level of skill or ability of a student in order for the student to participate in a selective or competitive program or activity, and assures that selection or competition criteria are not discriminatory. The District makes reasonable modifications to its practices or procedures whenever such modifications are necessary to ensure equal opportunity, unless the District can demonstrate that the requested modification would constitute a fundamental alteration of the nature of the extracurricular activity.

Student eligibility for participation in NSAA sanctioned activities in grades 9-12 may be limited to specific NSAA requirements. District representatives to any NSAA governing body are encouraged to advocate for changes in these requirements, which will allow equitable levels of eligibility and participation in activities for all students attending Nebraska Schools.

Each athletic/activity director is responsible for annually communicating the current NSAA eligibility standards to parent(s)/guardian(s), students and coaches/sponsors; to monitor students' eligibility status in such programs throughout the school year; and to take necessary actions when students are determined ineligible for such participation. Outlines of requirements for eligibility in NSAA sanctioned activities shall be printed in the student handbook and activities handbook.

Series Name: 6000 - Instruction

Topic: 6400 - Instructional Materials

Policy: 6401 School Libraries

Definitions. As used in this policy,

- A. "Parent" means the parent, guardian, or educational decisionmaker of any student currently attending the school district; and
- B. "Educational decisionmaker" means a person designated or ordered by a court to make educational decisions on behalf of a child.

The District recognizes that school libraries play a vital role in the education process by providing access to a variety of resources. The District is committed to providing school libraries with up-to-date fiction and non-fiction books, reference materials and electronic information resources necessary to support highly effective educational programs, promote literacy, reading for pleasure and enable students to achieve academic success and become lifelong learners.

Selection and Deselection Procedures. The Board of Education shall delegate to the Superintendent the authority and responsibility for selection and deselection procedures and maintenance of all print and non-print materials. The Superintendent, working with administrators and school librarians, is responsible for developing criteria for the selection of books and materials to be provided in district school libraries. Responsibility for the selection of library materials is delegated to the professional library staff through the principal. School librarians shall evaluate materials in accordance with law, Board policy, administrative procedure and using professional selection aids and standards.

Catalog of Library Books. The superintendent or designee shall create and maintain a catalog of all books in the school district's library, categorized by school building, that shall be accessible by a Parent.

Opportunity for Notification. A Parent shall have the opportunity to be notified when the Parent's student checks out a book from the school library, which notification shall include the title of the book, the author(s) of the book, and the date the book is due to be returned to the school library. The administration may elect to allow a Parent to exercise the opportunity to receive such notifications by the District's parent portal, or by opting into email notifications.

Nothing in this policy shall be construed to create any rights of access or rights to notification in favor of any person that does not meet the definition of Parent stated above.

Procedure 6401

Selection, Maintenance, and Deselection

Library materials are those that include, but are not limited to, print, non-print, periodicals, online databases, digital and multimedia resources, supplies and equipment that are critical to the support and

enhancement of the curriculum and educational programs. These materials are housed in and accessed through the library for use by the entire learning community of the school. Library materials acquisition shall, at a minimum, follow Nebraska Department of Education, Rule 10 guidelines. Challenges regarding the appropriateness of library materials shall be addressed using the District's procedures for complaints regarding instructional materials.

The Board of Education recognizes the Library Bill of Rights, as drawn by the American Library Association, as applicable to the Papillion La Vista School District and the District shall:

1. provide materials that will enrich and support the curriculum, taking into consideration the varied interests, abilities and maturity levels of the pupils served;
2. provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values and ethical standards;
3. provide background information that will enable pupils to make intelligent judgments in their daily lives;
4. provide materials that represent multiple viewpoints and/or perspectives of controversial issues;
5. provide materials representative of the many religious, ethnic and cultural groups;
6. place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality, to assure a comprehensive collection appropriate for the users of the library.

C. Selection Procedures

- In selecting materials, staff will evaluate available resources and curriculum needs and will consult reputable and appropriate resources. The actual resource will be examined whenever possible.
- The selection process shall invite recommendations from administrators, teachers, other staff, parent(s)/guardians and students as appropriate.
- Requests and suggestions for the purchase of instructional materials shall be gathered from staff and students to the greatest extent possible (see Appendix A).
- Reviews of proposed acquisitions will be sought in the literature of reputable professional organizations and other reviewing sources recognized for their objectivity and wide experience.
- Gift materials shall be judged by the selection criteria and shall be accepted or rejected by those criteria.

Criteria

educational significance	high artistic quality and/or literary style
contribution the subject matter makes to the curriculum and to the interests of the students	quality and variety of format
favorable reviews and awards found in standard selection sources	value commensurate with cost and/or need
favorable recommendations based on preview and examination of materials by professional personnel	timeliness or permanence
reputation and significance of the author, producer and publisher	integrity
validity, currency and appropriateness of material	interest levels
contribution the material makes to breadth of representative viewpoints on controversial issues	reading levels

high degree of potential user appeal	
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Resources

AASA Science Books and Film	Booklist
Bulletin of the Center for Children's Books	Horn Book
Kirkus Reviews	School Library Journal
Movie Licensing USA: K-12 Schools	American Library Association

D. Maintenance and Deselection Procedures

- Library materials should be continually reevaluated in relation to evolving curricula, new formats and materials, changing instructional methods, and the needs of students and teachers in order to provide the best selection to patrons.
- It is recommended that most libraries have planned obsolescence of the existing collection that corresponds with the approximate number of new selections purchased during that same year. The deselection of materials shall be the decision of the school librarian based on his or her best judgment and knowledge of the current building collection. The following criteria are provided to assist school librarians in making deselection decisions:

Criteria

poor physical condition	lack of circulation (in the last three-to-five years)
outdated in content, use, or accuracy	some older material may be considered classic or may be of great historical value to your collection
contain biased information or portray stereotypes	mediocre or poor in quality
inappropriate in reading level and/or interest level	contain duplicate information which is no longer in heavy demand
superseded by new or revised information	outdated and/or unattractive in format, design, graphics, and illustrations

School Libraries District-Wide Plan

The District's school libraries and school librarians shall provide:

1. Instruction that enables students, staff and the community to become proficient users of library resources.
2. A collection of materials and resources that support curriculum and user needs and interests.
3. A process to continuously re-evaluate library materials in relation to evolving curricula, new formats of materials, new instructional methods and changing the needs of students and teachers and remove or replace materials that contain obsolete information, are no longer appropriate, or that are lost or worn.
4. Information to teachers and administrators regarding sources and availability of instructional materials that will support the delivery of district approved curriculum.
5. Opportunities for school librarians, in cooperation with classroom teachers, to develop and deliver instructional units and activities using library resources.
6. Assistance to teachers and students in the evaluation, selection, production and uses of instructional materials.
7. Assistance to teachers, administrators, and other school staff members in becoming knowledgeable about appropriate uses of library services, instructional materials, technology-based systems and equipment.
8. Information and assistance to students, teachers and administrators concerning copyright law and fair use guidelines and academic integrity through the ethical use of library resources.
9. A collaborative learning environment where the school librarians function as an instructional partner and information specialist with classroom teachers and administrators, to develop

- students' information and technology skills, helping all students meet the content standards and indicators in all subject areas.
10. Library services and resources for students and teachers during the entire school day.

**Papillion La Vista Community Schools
Instructional Materials Approval Form**

School: _____

Teacher/Class: _____

Title: _____

Format: _____

- Book
- Audiobook
- Digital/Web-Based Resource
- Other: _____

1. Recommend for use in the following subjects: _____

2. Grade levels for which this material is appropriate: _____

3. The instructional resource will support the curriculum in the following way: _____

4. Does the resource contain objectionable material? Yes No If yes, explain below:

5. Please attach/include professional reviews supporting this instructional material for educational purposes.

Staff Previewed by: _____ Date: _____

Administrative Approval: _____ Date: _____

* This form should be filled out for instructional materials not previously purchased/owned by the District.

Series Name: 6000 - Instruction

Topic: 6400 - Instructional Materials

Policy: 6405 Controversial Issues & Curriculum Reconsideration

A comprehensive educational program will involve the study of ideas that some individuals may consider controversial for political, economic, moral or social reasons.

The Board deems anything *controversial* that includes any item from any content area that is an instructional material or library resource that a PLCS parent/guardian/patron asks to be reconsidered for removal from the school program or taught with a different emphasis.

Each building principal carries overall responsibility for the administration of board policy regarding controversial materials or issues that may be addressed by their staff. The principal should attempt to foresee controversy, direct and advise teachers in the handling of controversial materials or issues, and support them when sound professional judgment dictates that the controversial issue or material be addressed by students. When appropriate, the principal will attempt to enlist the support and understanding of their school's parents when controversial issues or materials are placed before students.

The individual teacher remains responsible for the presentation of controversial issues or materials within his/her classroom. Such issues should be presented free of bias or prejudice. If in doubt about the handling of specific issues, the teacher should consult with the principal. Both should feel free to consult with other staff and administrators whose advice may be of value. Differences in educational judgment should be referred to the Assistant Superintendent for Curriculum and Instruction.

When deciding whether a controversial issue or material should be studied, the decision should be based on (1) the maturity and the competence of the students involved, (2) the competence of the instructor to deal with the material or subject, (3) whether necessary materials are available to ensure that all sides of the issue are studied, and (4) whether the issue or material will contribute to the student's intellectual growth or merely inject sensationalism into the classroom. Laymen may present views on controversial subjects to a class through invitation from the teacher and principal.

Parent(s)/guardian(s) of a current PLCS student may sometimes have serious objections to the educational materials or issues presented to their student(s). The Superintendent is responsible for instructing the staff in the handling of parent/guardian complaints and formulating a complaint and appeal procedure for use by those parent(s)/guardian(s) who seek a reconsideration of the educational selections made by the District. This includes encouraging the parent/guardian to utilize the ability to opt-out of any objectionable material. PLCS Parent(s)/guardian(s) shall have the right of appeal all the way to the Board of Education.

PLCS patrons that are not parents/guardians of currently enrolled students may share the details of their concern with the Assistant Superintendent of Curriculum and Instruction.

Procedure 6405
Complaint Procedure for Controversial Education Materials

Occasionally, despite the care taken to select appropriate materials, objections to educational materials do occur. Upon any complaint, the procedure is as follows:

- A. The principal and/or teacher shall meet with the parent(s)/guardian(s) and discuss the complaint in light of:
 1. Relevant school district philosophy and state rules and regulations.
 2. Relevant Board of Educational materials selection policies and procedures.
 3. The use/value of the materials and relevance to curriculum.
- B. If a parent(s)/guardian(s) wish that their child not use a certain material, the principal shall meet with the teacher and parent(s)/guardian(s) to work out an alternative. If that is not feasible, the Assistant Superintendent for Curriculum and Instruction or assignee may meet with all involved to reach a solution. Parent(s)/guardian(s) have the right to request that their child be excused from educational activities that conflict with parent(s)/guardian(s) sincerely held religious beliefs/values.
- C. No parent(s)/guardian(s) has the right to determine the educational material used for students other than their own children.
- D. If the parent/guardian wishes to continue with the complaint, the principal will provide a "Request for Reconsideration of Educational Material" form. This form is to be returned to the principal or District Curriculum Office.
- E. Upon receipt of a "Request for Reconsideration of Educational Material" form, the principal shall send the form to the Assistant Superintendent for Curriculum and Instruction.
- F. If the complainant is not a current parent or guardian of a student that has access to the material, the complainant can share the written details of their concern directly with the Assistant Superintendent of Curriculum and Instruction.
- G. The Assistant Superintendent for Curriculum and Instruction or assignee shall contact the complainant to review the complaint and see if the problem can be resolved. If the complaint is not resolved, the Assistant Superintendent will determine the essence of the complaint and at what level the complaint should be addressed – classroom, building, or district level, and next steps.
- H. The Assistant Superintendent for Curriculum and Instruction shall appoint a review committee that will include the appropriate staff to address the issue (as appropriate for grade level of material). This may include the following:
 1. Teacher
 2. Administrator
 3. Two Parent(s)/guardian(s)
 4. School Librarian
 5. A leader shall be appointed, and the committee shall meet.
- I. The Review Committee shall:
 1. Review the complaint.
 2. Receive written or verbal input from the complainant or other parties they deem appropriate.
 3. Consider any relevant aspects of district philosophy, beliefs, laws, rules, regulations or procedures.
 4. Consider the use of the material and its relevance based on the material as a whole rather than on passages or sections taken out of context.

5. Complete a written report including their finding and recommendation to the Assistant Superintendent for Curriculum and Instruction.
 6. An individual can only have one reconsideration form submitted for review at a time.
- J. The Assistant Superintendent for Curriculum and Instruction shall consider the recommendation, determine a decision and respond in writing to the complainant.
- K. If the complainant wishes to appeal the decision, a letter would need to be sent to the Superintendent within 10 days (from the written response being sent) so requesting. The Superintendent would respond to the complainant with the final decision.
- L. If the complainant wishes to appeal the decision, a letter would need to be sent to the Superintendent within 10 days so requesting. The complaint would then proceed to the BOE Americanism Sub-committee for final decision and evaluation of the process to determine if policy was followed. Add a clarification that the BOE will determine if policy was followed.

Procedure 6405: APPENDIX B
REQUEST FOR RECONSIDERATION OF EDUCATIONAL MATERIAL

Author _____ Hardbound _____

Title _____ Paperback _____

Publisher _____ Nonprint _____

Request initiated by _____

Telephone _____ Address _____

City _____ Zip Code _____

School _____

Complainant Represents:

- Parent/guardian or patron (circle one)
- (Organization or group-please describe) _____

1. How did this work come to your attention?

2. To what in the work do you object? Please be specific; cite pages.

2. Do you see anything of value or positive in this work?

3. What do you feel might be the result of using this work?

4. As you read the entire work, what was your overall perception of value for any students or within our community?

5. What do you believe is the theme or purpose of this work with students?

6. What do you recommend that your school do with this work in its entirety?

Signature of Complainant

Date

Subject: Clerical Agreement 2026-2028

Meeting Date: August 10, 2026

Prior Meeting Discussion Date: HR Board Subcommittee meetings: June 17, 2026 & July 23, 2026; Board Meeting: July 27, 2026

Department: Human Resources

Action Desired: Approval X Discussion _____ Information Only _____

Background:

Local 226 Clerical members voted to ratify the proposed two-year master contract on Tuesday, July 21, 2026. Provisions of the contract include:

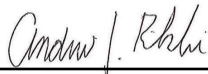
- Two-year contract for 2026-27 and 2027-28 beginning on September 1
- 3.5% Total Package increase for 2026-27
- 2026-27: Pay rate is 2025-26 rate plus 3.1%
- 2027-28: 2026-27 rate plus 1.62%
- For newly hired clerical staff, base wages will be as follows for 2026-27 & 2027-28:

Receptionist and General Clerical	\$18.25
Secretary	\$18.50
Administrative Assistant	\$18.90
- Insurance coverage remains the same
- Reflects NPERS Employer Contribution of 7.32%
- Bereavement change to 10 days for spouse, child, domestic partner
- Clarification of spring paid vacation day

Recommendation: Motion to approve the proposed two year Clerical Agreement reflecting a 3.5% total package increase for 2026-27 along with pay rate increases of 3.1% in year one and 1.62% in year two.

Responsible Person: Dr. Kati Settles/Ms. Lisa Wood

Superintendent's Approval _____



Signature

RETURN TO AGENDA

**NEGOTIATED AGREEMENT
BETWEEN
PAPILLION LA VISTA COMMUNITY SCHOOLS
AND
CLERICAL EMPLOYEES**

THIS AGREEMENT, made and entered into the day of August 10, 2026, by and between the Service Employees International Union Local 226, hereinafter referred to as the “Union”, and the Papillion La Vista Community Schools Number 27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the “Board.”

**ARTICLE I
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for all non-supervisory clerical employees, which specifically includes elementary school clerical, secondary school clerical, and central office clerical personnel of the district. Clerical employees, for the purpose of this agreement, are further defined as permanent full-time 12-month employees (work eight hours a day for 260 days, including paid holidays) and permanent full-time 10-month employees (work eight hours a day for 218 days, including paid holidays).

**ARTICLE II
MANAGEMENT**

The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer employees within the district, to increase or decrease the work force, contract for services, determine the hours of work and days to be worked, and all other procedures necessary to provide for the education of the students of the Papillion La Vista Community Schools. The Board and the members of the Union agree that there shall be no discrimination against applicants or employees on the basis of race, color, national origin, sex, marital status, disability or any other legally protected status in admission or access to, or treatment or employment in, its programs and activities. Payroll deductions will be allowed for Union dues, and TSA (Tax Shelter Annuity), subject to rules and regulations set forth by Board policy.

ARTICLE III **HOURS OF WORK**

The Board will provide permanent full-time 12-month and permanent full-time 10-month employees forty (40) hours of work per week, except when an employee's service is interrupted due to conditions beyond the control of the Board.

All hours worked in excess of forty (40) hours in the regular workweek, except as hereinafter provided, shall be paid for at the rate of time and one-half (150%) of the regular time, but premium pay shall not be pyramided.

A lunch break, without pay, of normally one-half (1/2) hour or one (1) hour will be scheduled for each employee, and employees may leave the building premises during this period if they so desire.

On days when school is canceled due to inclement weather and staff is not required to report, building secretaries need not report but will be paid for their normal work day if they were previously scheduled to work.

ARTICLE IV **HOLIDAYS**

All clerical employees shall be eligible for holiday pay on the following holiday:

For permanent full-time 10-month employees:

Labor Day	Thanksgiving
Memorial Day	Friday following Thanksgiving
Day before or after New Years	Day before or after Christmas
New Year's Day	Christmas Day
One day during the spring	

Permanent full-time 12-month employees shall be entitled to all of the above days they are entitled to, and they are entitled to Independence Day.

ARTICLE V

VACATIONS

Permanent full-time and part-time (6 hours minimum) 12-month employees shall receive two (2) weeks vacation with pay per year for the first five years of service. Full-time 12-month employees shall receive three (3) weeks vacation with pay after five (5) years of service to the district and four (4) weeks vacation with pay after ten (10) years of service to the district. Though vacation will be accrued monthly, the payroll advice will reflect the amount of vacation the clerical employee is expected to accrue if they complete a full contract year of employment. If an employee leaves or is terminated prior to the end of the contract year and he/she has used more vacation leave than they have accrued/earned to date, the amount paid for the unearned vacation will be deducted from their final paycheck or repayment will be sought.

Vacations must be taken at the time designated by the Board, in accordance to the needs of the district, recognizing the employee's wishes as much as possible. Pay for vacation periods will be based on forty (40) hours pay for each week of vacation. Vacation days are cumulative up to one and one-half times (1.5) the employee's yearly allotment. Permanent full-time 10-month employees will not be eligible for vacation with pay.

ARTICLE VI

GRIEVANCES

Any disagreement or difference of opinion between the Board, the Union, or the employees covered by this agreement, concerning the interpretation or application of the terms or provisions of this agreement, will be considered a grievance.

Any employee, the Union, or the Board may present a grievance. Any grievance that is not presented within fifteen (15) days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party.

The procedure for handling grievances shall be as follows:

The grievant shall first take up the grievance by presenting it, in writing, to the principal or to his/her immediate supervisor. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the building principal or his/her immediate supervisor, the Union representative shall present the grievance, in writing, to the Assistant Superintendent of Human Resources. Said appeal shall be presented to the office of the Assistant Superintendent of Human Resources within fifteen (15) days of the date that the grievance was presented to the principal or immediate supervisor.

The Assistant Superintendent of Human Resources shall, within thirty (30) days from the date it is presented to him/her, make a determination as to the grievance. If that determination is not satisfactory to the aggrieved party it may be appealed in writing to the Superintendent within thirty (30) days of the assistant superintendent's decision. The Superintendent shall hear the grievance and the decision of the Superintendent shall be rendered within thirty (30) days of said hearing. Neither the Superintendent nor the Union will attempt, by means other than the grievance procedure, to bring about a settlement of any issue which is properly the subject for disposition through the grievance procedure.

ARTICLE VII

MILITARY LEAVE

An employee in the Military Service will have reinstatement rights provided he/she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans. Veterans shall retain all vacation rights, except that they will be considered as having taken vacations while in the service.

ARTICLE VIII

ACTS IN VIOLATION OF LAWS OR ORDERS

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal Law or any Presidential Order, and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the Law.

ARTICLE IX

JOB VACANCIES

In matters of job vacancies and promotions, the following will be considered (in no specific order): seniority, job performance history, qualifications for the type of work required, and a possible interview. In terms of layoffs, demotions, or re-employment, seniority will prevail. These matters are subject to the right of an employee to file a grievance on the basis that his/her qualifications have not been given proper consideration.

For the purposes of this Agreement, seniority shall be defined as continuous length of service with the District. Length of service does not count years as a paraprofessional for determination of seniority. Job vacancies due to termination, transfer, promotion, or creation of any full-time position shall be published when such openings occur. Employees may apply for such openings by submitting an online application within the posting period specified on the job posting notice. A copy of the posting and the results of the hiring process will be provided to the local union representative upon request.

ARTICLE X

BEREAVEMENT LEAVE

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

<u>Days</u>	<u>Relationship</u>	<u>Definitions which apply</u>
<u>Up to 10 consecutive days</u>	<u>Employee's spouse, domestic partner, or child</u>	<u>-Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely.</u> <u>-“Child” is the employee's biological child, adopted child, foster child, stepchild, or legal ward</u>
<u>Up to 5 consecutive days</u>	<u>Employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's</u>	<u>Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.</u>

	<u>home.</u>	
<u>Up to 3 consecutive days</u>	<u>Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.</u>	<u>To be used for the purpose of attending the funeral services for the family member</u>

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

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

ARTICLE XI

ACCUMULATED LEAVE

Accumulated leave includes a combination of Personal and Sick Leave. Accumulated leave will be awarded at the rate of (1) day for each month of service, plus one day annually, accumulative to one hundred twenty (120) days. Though the leave will be accrued monthly, the payroll advice will reflect the amount of leave the clerical employee is "expected to accrue" if they complete a full contract year of employment. If an employee leaves or is terminated prior to the end of the contract year and he/she has used more accumulated leave (sick and personal combined) than they have accrued/earned to date, the amount paid for the unearned accumulated leave will be deducted from their final paycheck. Upon termination, an employee who has completed five years (5) of full-time experience will be paid for fifty percent (50%) of their accumulated leave days, up to sixty (60) days, based on their rate of pay at that time.

Each year, those employees who have accumulated more than sixty (60) days of accumulated leave, as of July 1, may opt to sell back to the district, at their previous year's daily pay rate, up to seven (7) days of leave but in no case will this sale allow their accumulated leave to fall below sixty (60) days.

Personal Leave: An employee may apply to use accumulated leave for personal purposes such as special events or emergencies that cannot be scheduled on non-duty days or at a time other than school hours. Clerical staff may apply to use three (3) days of accumulated leave for personal leave per year. Those that have been in Papillion La Vista Community Schools for 20 years as of May, 2024 will retain the availability to request up to five (5) days of personal reasons and for more than 11-20 years as of May, 2024 will retain the availability to request four (4) days of personal reasons. As of May 1, 2025, qualified clerical staff members have the option to exchange two accumulated sick leave days in order to gain one additional day of personal leave. A clerical staff member may apply for this exchange annually by submitting an electronic form to Human Resources between May 1 and June 1.

- 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 may be used during the 2026-27 school year). Any days of allowed personal days that are not used in a contract year will roll into the employee's accumulated leave bank for us as sick leave.

An online request in writing shall be submitted to the immediate supervisor, who shall in turn approve or disapprove the application. Should the principal approve the application, the principal shall submit the application to the Assistant Superintendent of Human Resources. The employee may submit the reason for the leave directly to the Assistant Superintendent of Human Resources in a confidential envelope, in which case the immediate supervisor will be notified of the request but not the reason. Personal leave, if granted, will be deducted from available leave if applicable .

ARTICLE XIII
INSURANCE

The health insurance program will be provided by the district as follows: Individual or family coverage will be provided to those employees who qualify. This policy includes individual dental for all individuals eligible for health insurance under this contract. Long Term Disability Insurance as selected by the Board and identified in the teacher agreement, with premium paid by the employer. Term Life Insurance – amount shall be the same as the teacher contract. All insurance providers and programs will be selected by the Board.

ARTICLE XIV
WAGES

Clerical employees will be compensated at their 2025-26 pay rate plus 3.1% for 2026-27; and for the 2027-28 school year they will be paid at their 2026-27 rate plus 1.62%. For 2026-27 and 2027-28, the new rate will begin on the first day of September.

For newly hired employees, base wages will be as follows:

	<u>2026-27 & 2027-28</u>
Receptionist and General Clerical	\$18.25
Secretary	\$18.50
Administrative Assistant	\$18.90

If an employee presently has family coverage but chooses single insurance or no insurance, the employee's salary will be increased by an additional \$0.45 per hour if he/she chooses no insurance, or \$0.30 per hour if he/she chooses single insurance coverage. If an employee later chooses to return to their original coverage and they are still eligible for that coverage, their salary will be reduced by the additional amount their salary was increased due to the insurance coverage change this year.

Beginning with the 2024-25 school year, a three percent (3%) increase in salary will be provided for those people so qualified after five (5) years of service to the district in a full-time

position. A three percent (3%) increase in salary will be provided for those people so qualified after ten (10) years of service to the district in a full-time position, after fifteen (15) years of service to the district in a full-time position, and after twenty (20) years of service to the district in a full-time position. A four percent (4%) increase will be provided for those people who qualify after twenty-five (25) years of service to the district in a full-time position, after thirty (30) years of service to the district in a full-time position, and after thirty-five (35) years of service to the district in a full-time position. The three percent (3%) and four percent (4%) shall be of their hourly rate at the time of reaching the milestone and will be added to their salary. This increase is the % of the employee's wage at the time they reach the longevity milestone. This change will be enacted September 1, 2024 and applied accordingly to all current clerical staff who qualify for longevity.

In the event an error is discovered in salary calculated and/or paid or a benefit deduction, the error shall be corrected only back to a date 12 months prior to the notification of the error.

ARTICLE XV **SAFETY COMMITTEE REPRESENTATION**

The Union shall elect or appoint a member to serve on the District's Safety Committee. The term of this representative shall be two (2) years and reappointment may occur. All Union members shall have the opportunity to express interest in serving on the Committee. The Union will develop the process of seeking interested participants and appointing or electing their representative to serve on this Committee.

ARTICLE XVI
CONTRACT TERMINATION

This agreement shall be in full force and effect from the 1st day of September, 2026, to and including the 31st day of August, 2028.

Witness Whereof the parties hereto have hereunder caused this instrument to be executed on the 27th day of July, 2026.

SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226,

SCHOOL DISTRICT 27,
SARPY COUNTY

BY _____

BY _____

CLERICAL CATEGORY DESCRIPTIONS

Administrative Assistant

May entail supervision of others in a department or school including the responsibility for planning and organizing the work schedule of others. Requires the ability to adapt specialized software, or a thorough knowledge of Federal and State regulations regarding finance, census, and certification. In addition to the tasks outlined for Secretary and General Clerical, requires a thorough knowledge of policies and procedures of all major areas within the district, or may require the technical skills to operate specialized software packages, prepares routine correspondence, maintains departmental records, requires minimum supervision in daily task, may exercise some supervision over Secretaries or General Clerical personnel.

Secretary

Requires considerable skill in operating computers, organizing and preparing reports, maintaining records and accounts; some responsibility for organizing and planning daily work; meets and relates to public and staff; serves as a receptionist; considerable latitude provided for independent judgment; operates with a minimum of supervision.

Receptionist/General Clerical

Routine communications, filing, typing, record posting, operation of computers with direction; data entry; little responsibility for planning and organizing daily activities; periodic supervision required.

Subject: Paraprofessional Agreement 2026-2028

Meeting Date: August 10, 2026

Prior Meeting Discussion Date: HR Board Subcommittee meetings: June 17, 2026 & July 23, 2026; Board Meeting: July 27, 2026

Department: Human Resources

Action Desired: Approval ☒ Discussion ☐ Information Only ☐

Background:

Local 226 Paraprofessional members voted to ratify the proposed two-year master contract on Tuesday, July 21, 2026. Provisions of the contract include:

- Two-year contract for 2026-27 and 2027-28 beginning on August 1
- Bereavement change to 10 days for spouse, child, domestic partner
- Reflects NPERS Employer Contribution of 7.32%
- 3.5% Total Package increase for 2026-27

NEW STARTING BASE WAGES

Category of Paraprofessional	2026-27 Starting Rate	2027-28 Starting Rate
EL & Title I Instructional Paraprofessionals	\$16.79	\$16.82
Non-Title Instructional Paraprofessionals	\$16.29	\$16.32
Health Paraprofessionals	\$17.93	\$18.04
Van Rider	\$16.99	\$17.02
Special Education, ISS, & Preschool Paraprofessionals	\$17.78	\$17.96
*Although rarely used, a Secondary Instructional Special Education Paraprofessional will be paid at a rate of \$0.20 above an Instructional Para		

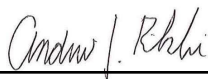
RETURNING PARAPROFESSIONALS WAGES INCREASE

Category of Paraprofessional	2026-27 Wage Increase	2027-28 Wage Increase
EL & Title I Instructional Paraprofessionals	\$0.72	\$0.28
Non-Title Instructional Paraprofessionals	\$0.72	\$0.28
Health Paraprofessionals	\$0.85	\$0.36
Van Rider	\$0.67	\$0.28
Special Education, ISS, & Preschool Paraprofessionals	\$0.96	\$0.43

Recommendation: Motion to approve the two year agreement for 2026-27 and 2027-28 with a total package increase for year one of 3.5% and hourly wage increases reflected as proposed.

Responsible Person: Dr. Kati Settles/Ms. Lisa Wood

Superintendent's Approval _____



Signature

**NEGOTIATED AGREEMENT
BETWEEN
PAPILLION LA VISTA COMMUNITY SCHOOLS
AND
PARAPROFESSIONAL EMPLOYEES**

THIS AGREEMENT, made and entered into the by and between the Service Employees International Union Local 226, hereinafter referred to as the “Union”, and the Papillion La Vista Community Schools Number 27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the “Board”.

**ARTICLE 1
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for paraprofessionals currently employed by the Papillion La Vista Community Schools.

**ARTICLE 2
MANAGEMENT**

The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer employees within the district, to increase or decrease the work force, contract for services, determine the hours of work and days to be worked, and all other procedures necessary to provide for the education of the students of the Papillion La Vista Community Schools.

Job vacancies due to termination, transfer, promotion, or creation of any position shall be posted online for five business days or posted in the building on a bulletin board designated for such process by the personnel office for five business days prior to filling the position. A copy of the posting and the results of the hiring process will be provided to the local union representative upon request. The five-day posting requirement for vacancies is waived from July 1 through August 31 to ensure adequate staffing is in place at the beginning of the school year.

Payroll deductions will be allowed for TSA's and Union dues subject to rules and regulations set forth by Board Policy.

The Board and the members of the Union agree that there shall be no discrimination against applicants or employees on the basis of race, color, national origin, sex, marital status, disability or any other legally protected status in admission, access to, treatment, or employment in its programs and activities.

ARTICLE 3 **HOURS OF WORK**

The Board will hire paraprofessionals as needed and defined in Article 2. On days when teaching staff are asked to report, instructional paraprofessionals, media paraprofessionals, health paraprofessionals and special education paraprofessionals may be asked to report and be compensated for their normal workday hours relative to the eligible assignments as shown above. The ability to report on these days does not apply to transportation paraprofessionals or school lunch paraprofessionals.

For up to three days when school is canceled due to inclement weather and staff is not required to report, paraprofessionals need not report but will be paid for their normal workday if they were previously scheduled to work. If there are more than three inclement weather days, instructional paraprofessionals, media paraprofessionals, health paraprofessionals and special education paraprofessionals may make up these hours during future staff development days remaining in the school year.

An uninterrupted lunch break without pay of 1/2 hour will be scheduled for each paraprofessional employee when applicable. The paraprofessional employee may leave the building premises during their scheduled lunch period if they so desire.

ARTICLE 4

GRIEVANCES

Any disagreement or difference of opinion between the Board, the Union, or the employees covered by this agreement, concerning the interpretation or application of the terms or provisions of this agreement, will be considered a grievance.

Any employee, the Union, or the Board may present a grievance. Any grievance which is not presented within fifteen (15) days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party. The procedure for handling grievances shall be as follows:

The grievant shall first take up the grievance by presenting it, in writing, to the principal or to his/her immediate supervisor. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the building principal or his/her immediate supervisor, the Union representative shall present the grievance, in writing, to the superintendent or designated representative. Said appeal shall be presented to the office of the superintendent within fifteen (15) days of the date that the grievance was presented to the principal or immediate supervisor.

The superintendent shall make a determination as to the grievance within thirty (30) days from the date it is presented. If that determination is not satisfactory to the aggrieved party it may be appealed in writing to the Board with thirty (30) days of the superintendent's decision. The Board shall hear the grievance in open or closed session and the decision of the Board shall be rendered within thirty (30) days of said hearing. Neither the Board nor the Union will attempt, by means other than the grievance procedure, to bring about a settlement of any issue which is properly the subject for disposition through the grievance procedure.

ARTICLE 5
MILITARY LEAVE

An employee in the Military Service will have reinstatement rights provided he/she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans.

ARTICLE 6
ACTS IN VIOLATION OF LAWS OR ORDERS

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal Law or any Presidential Order, and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the Law.

ARTICLE 7

BEREAVEMENT LEAVE

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

<u>Days</u>	<u>Relationship</u>	<u>Definitions which apply</u>
<u>Up to 10 consecutive days</u>	<u>Employee's spouse, domestic partner, or child</u>	<u>-Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely.</u> <u>-“Child” is the employee's biological child, adopted child, foster child, stepchild, or legal ward</u>
<u>Up to 5 consecutive days</u>	<u>Employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's home.</u>	<u>Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.</u>
<u>Up to 3 consecutive days</u>	<u>Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.</u>	<u>To be used for the purpose of attending the funeral services for the family member</u>

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

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

ARTICLE 8
ACCUMULATED LEAVE

Accumulated leave (sick leave and personal leave) will accrue based upon the employee's full-time equivalency and shall consist of one (1) day for each month of service, plus one day annually, accumulative to one hundred twenty (120) days. Though the leave will accrue monthly, the payroll advice will reflect the amount of accumulated leave the paraprofessional is expected to accrue if they complete a full contract year of employment. If the paraprofessional leaves or is terminated prior to the end of the contract year, and he/she has used more accumulated leave (sick or personal) than they have earned/accrued to date, the amount paid for the unearned accumulated leave will be deducted from their final paycheck.

Upon termination, all paraprofessionals who have five (5) years of consecutive service with the district will be paid for fifty percent (50%) of their accumulated leave days based on their current rate of pay.

Paraprofessionals may be asked to submit a physician's certification for return to work if absences exceed three consecutive days. Paraprofessionals may be asked for physician's verification of illness if attendance has been unreliable.

ARTICLE 9
PERSONAL LEAVE

A paraprofessional may apply for Personal Leave for special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. An online request shall be submitted to the principal or immediate supervisor, who shall in turn approve, or in cases that may disrupt the delivery of services to students that cannot otherwise be accommodated, disapprove the application. At the employee's discretion, the employee may submit the reason for the leave directly to the Assistant Superintendent of Human Resources in a confidential envelope, in which case the principal or immediate supervisor will be notified of the

request but not the reason. A paraprofessional may request up to three days of personal leave in a given year. Those who have been in Papillion-La Vista Community Schools for more than 20 years as of May 2020, will retain the availability to request up to four (4) days for personal reasons. Personal leave, if granted, will be deducted from accumulated leave. Regular attendance is an essential function of the Paraprofessional's job.

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

- 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 may be used during the 2026-2027 school year).

Personal leave in excess of that which is provided in this article shall not be granted.

ARTICLE 10 **SENIORITY**

In matters of layoffs, re-employment, promotions, demotions, and transfers, seniority will prevail, except when there are significant differences in documented past attendance concerns (leave time exceeds benefit provided by the contract) or performance, the ability or physical fitness of those employees under consideration, subject to the right of an employee to file a grievance on the basis that his/her qualifications have not been given proper consideration. For the purpose of this Agreement, seniority shall be defined as continuous length of service with the district. Seniority will be recognized on the basis of hours worked as a paraprofessional. Job

vacancies will be established by the Board. When vacancies occur, the employee possessing the qualifications for the vacancy will be considered in accordance with provisions of this article. If there are no paraprofessional employees presently on the payroll who possess the necessary qualifications for the vacancy, hiring may be utilized. Paraprofessionals must serve a minimum of 90 calendar days in a position prior to requesting a transfer to a different paraprofessional position within the district.

ARTICLE 11 **STARTING BASE WAGES**

Category of Paraprofessional	2026-27 Starting Rate	2027-28 Starting Rate
EL & Title I Instructional Paraprofessionals	\$16.79	\$16.82
Non-Title Instructional Paraprofessionals	\$16.29	\$16.32
Health Paraprofessionals	\$17.93	\$18.04
Van Rider	\$16.99	\$17.02
Special Education, ISS, & Preschool Paraprofessionals	\$17.78	\$17.96
*Although rarely used, a Secondary Instructional Special Education Paraprofessional will be paid at a rate of \$0.20 above an Instructional Para		

All Returning Paraprofessionals will receive a hours wage increase in accordance with the table below:

Category of Paraprofessional	2026-27 Wage Increase	2027-28 Wage Increase
EL & Title I Instructional Paraprofessionals	\$0.72	\$0.28
Non-Title Instructional Paraprofessionals	\$0.72	\$0.28
Health Paraprofessionals	\$0.85	\$0.36
Van Rider	\$0.67	\$0.28
Special Education, ISS, & Preschool Paraprofessionals	\$0.96	\$0.43

Only employees hired to work prior to June 1 are eligible for the subsequent year's raise.

Paraprofessionals compensated previously for the Level I-IV training that was offered prior to 2006 will continue to receive the increase earned prior to discontinuation of the training.

A three percent (3%) increase in salary will be provided to paraprofessionals after 5 years (5,340 hours), after 10 years (10,680 hours), 15 years (16,020 hours), and 20 years (21,360 hours) of service to the District. A four percent (4%) increase in salary will be provided after 25 years (26,700 hours), 30 years (32,040 hours), and 35 years (37,040 hours) of service to the District. Years of experience will be computed as an hourly equivalent to a six (6) hour day. The adjustment to pay rate will begin with the first day of the pay period after the date the paraprofessionals worked hours reaches the next longevity range.

ARTICLE 12 **INSURANCE**

Paraprofessionals who are assigned to work 176 days at more than 6.5 hours per day will be provided Health and Dental Insurance. The district will pay 100% of the single coverage premium for the employee. Paraprofessional employees whose dependents are eligible to participate in the District's health insurance coverage plan may elect to pay the premium cost of coverage for eligible dependents.

ARTICLE 13 **SAFETY COMMITTEE REPRESENTATION**

The Union shall elect or appoint a member to serve on the District's Safety Committee. The term of this representative shall be two (2) years and reappointment may occur. All Union members shall have the opportunity to express interest in serving on the Committee. The Union will develop the process of seeking interested participants and appointing or electing their representatives to serve on this Committee. Written notice of upcoming meetings will be provided to the designated representative.

ARTICLE 14
CONTRACT TERMINATION

This agreement shall be in full force and effect from the 1st day of August, 2026 to and including the 31st day of July, 2028.

Witness Whereof the parties hereto have hereunder caused this instrument to be executed on the 27th day of July, 2026.

SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226, Nebraska AFL-CIO

SCHOOL DISTRICT 27,
SARPY COUNTY

BY _____

BY _____

Subject: Policy 7000 Series - Construction Projects

Meeting Date: August 10, 2026

Prior Meeting Discussion Date: July 27, 2026

Department: Business Services

Action Desired: Approval _____ Discussion _____ ☒ Information Only _____

Background:

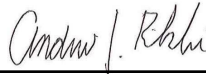
The Series 7000 Board Policies are up for annual review during the month of August. There is one new policy recommended at this time.

Policy 7003- **Bidding for Construction Remodeling Repair or Related Projects Financed with Federal Funds-** this policy outlines the process for bidding for construction projects and the different steps that need to be taken at certain dollar thresholds.

Recommendation: Discussion

Responsible Person: Brett Richards

Superintendent's Approval _____



Signature

RETURN TO AGENDA

Policy 7003- Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds

I. Applicability of the Policy

This policy applies only to construction and contracts undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

The District will also comply with the requirements of the public lettings laws (NEB. REV. STAT. §§ 73-101 through 73-106) when the contemplated expenditure for the complete project exceeds \$136,000, the Political Subdivisions Construction Alternatives Act (NEB. REV. STAT. §§ 13-2901 through 13-2914), energy financing contracts (NEB. REV. STAT. §§ 66-1062 through 66-1066), other applicable state laws, and the board's general policy on Bidding for Construction and Related Projects. In addition, all procurement and construction shall comply with the rules and requirements of 2 CFR part 200.317 through 200.327 and 34 CFR sections 75.601 through 75.615. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

II. All projects undertaken pursuant to this policy will be subject to the following bond requirements

- A. A bid guarantee from each bidder equivalent to five percent of the bid price. The "bid guarantee" must consist of a firm commitment such as a bid bond, certified check, or other negotiable instrument accompanying a bid as assurance that the bidder will, upon acceptance of the bid, execute such contractual documents as may be required within the time specified.
- B. A performance bond on the part of the contractor for 100 percent of the contract price. A "performance bond" is one executed in connection with a contract to secure fulfillment of all the contractor's obligations under such contract.
- C. A payment bond on the part of the contractor for 100 percent of the contract price. A "payment bond" is one executed in connection with a contract to assure payment as required by law of all persons supplying labor and material in the execution of the work provided for in the contract.

III. Construction Projects with an Anticipated Cost of Under \$350,000

A. Methods of Bidding/Soliciting Quotations or Estimates

The type of procedures required depends on the anticipated cost of the project.

- 1. Construction with an Anticipated Cost of up to \$15,000 (Micro-Purchases)

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$15,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing.

2. Construction with an Anticipated Cost of between \$15,000 and \$350,000 (Simplified Acquisition Procedures)

For construction projects subject to this policy, simplified acquisitions are purchases that, in the aggregate amount, is more than \$15,000 and less than \$350,000 annually. For simplified acquisitions, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts.

- B. Construction Projects with an estimated cost of between \$136,000 and \$349,999 will be made pursuant to the District's Policy on Bid Letting and Contracts.

Pursuant to Nebraska law, construction projects which have an anticipated aggregate cost of \$136,000 or more are subject to state public lettings laws (NEB. REV. STAT. §§ 73-101 through 73-106). The board will follow its standard policy on bid letting and contracts for construction projects financed with federal funds which have an anticipated aggregate cost of between \$136,000 and \$350,000.

IV. Construction Projects with an Anticipated Cost Over \$350,000

- A. Sealed Bids: All constructions projects subject to this policy with an anticipated cost of \$350,000 or more will be publicly solicited using the sealed bid method
 1. Bids must be solicited from an adequate number of known suppliers, providing them sufficient response time prior to the date set for opening the bids, for state, local, and tribal governments, the invitation for bids must be publicly advertised;
 2. The invitation for bids, which will include any specifications and pertinent attachments, must define the items or services in order for the bidder to properly respond;
 3. Sealed bids will be publicly opened in a place and at the specific time stated in the bid solicitation. Bidders shall be notified of the opening and invited to be present.
 4. The contract will be awarded to the lowest responsive and

responsible bidder.

- a) Where specified in bidding documents, factors such as discounts, transportation cost, and life cycle costs must be considered in determining which bid is lowest.
- b) Payment discounts will only be used to determine the low bid when prior experience indicates that such discounts are usually taken advantage of.
- c) Any or all bids may be rejected if there is a sound documented reason.

5. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications. This means that the board will select the bid that offers the best value and award a contract based upon the amount of the bid and the bidder's ability and capacity to carry on the work, its equipment and facilities, honesty, integrity, skills, business judgment, experience, equipment, facilities, financial stability, past performance, and other relevant factors.

6. The board will generally complete its review of bids and select a vendor within 30 days of bid submission.

B. Advertising for Bids.

- 1. The superintendent or designee will arrange to advertise for bids by publishing notice in any newspaper of general circulation within the school district at least 7 calendar days prior to the date on which bids are due.
- 2. Nothing shall prevent the superintendent or designee from advertising in additional media outlets or for a longer period of time.

C. Bid Documents

- 1. The bid documents shall identify the day upon which the bids shall be returned, received, or opened and shall identify the hour at which the bids will close or be received or opened.
- 2. The bid documents shall also provide that such bids shall be opened simultaneously in the presence of the bidders or their representatives.

3. Bids received after the date and time specified in the bid documents shall be returned to the bidder unopened.

4. If bids are being opened on more than one contract, the board, in its discretion, may award each contract as the bids are opened.

5. Sealed bids will be opened in a place and at the specific time stated in the bid solicitation. Bidders shall be notified of the opening and invited to be present.

6. Bids will be reviewed by the Superintendent and/or designee and submitted to the board for approval.

7. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications. This means that the board will select the bid that offers the best value and award a contract based upon the amount of the bid and the bidder's ability and capacity to carry on the work, its equipment and facilities, honesty, integrity, skills, business judgment, experience, equipment, facilities, financial stability, past performance, and other relevant factors.

8. The board will generally complete its review of bids and select a vendor within 30 days of bid submission.

D. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.

V. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.327 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards. This includes a "Buy American" provision that provides that as appropriate and to the extent consistent with law, the District and contractor should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron,

aluminum, steel, cement, and other manufactured products). The requirements of the Buy American provision must be included in all subawards including all contracts and purchase orders for work or products under this award.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible and consistent with state law.

To the maximum extent practicable, the school food program shall purchase domestic commodities or products produced in the U.S. or processed in the U.S. substantially using agricultural commodities produced in the U.S.

C. Full and Open Competition

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

D. Debarment and Suspension

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by reviewing the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

E. Settlements of Issues Arising Out of Contract

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

F. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.
- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding construction projects for a minimum of five (5) years after the sale or demolition of the building. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.334.

- c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.
- 2. Maintenance of Construction Records for Projects Financed with Federal Funds
 - a) The District must maintain records sufficient to detail the history of all construction projects financed with federal funds. These records will include, but are not necessarily limited to the following: rationale for the method of construction, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.
 - b) Retention of construction records shall be in accordance with applicable law and Board policy.

VI. Conflict of Interest and Code of Conduct

- A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.
- B. Contracts covered by this policy are subject to the following additional provisions.
 - 1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
 - 2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
 - 3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

C. Favors and Gifts

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, with the limited exception of unsolicited items of nominal value.

D. Enforcement

Disciplinary Actions will be applied for violations of such standards by officers, employees, board members, or agents of the District at the board's discretion.

VII. Financial Management

A. Identification.

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

B. Financial Reporting

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

C. Accounting Records

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

D. Internal Controls

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property,

and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes.

E. Budget Control

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

F. Payment Methods

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

G. Allowability of Costs

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards

outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part 200, Subpart E. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

I. Cost Sharing or Matching

For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;
- (4) Are allowable under [subpart E \(Cost Principles\) of this part](#);
- (5) Are not paid by the Federal Government under another Federal

award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;

- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable.

J. Documentation of Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VIII. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.327 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

To the maximum extent practicable, the school food program shall purchase domestic commodities or products produced in US or processed in US substantially using agricultural commodities produced in US.

C. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show

compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.

c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

2. Maintenance of Procurement Records

a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.

b) Retention of procurement records shall be in

accordance with applicable law and Board policy.

D. Privacy

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: _____

Revised on: _____

Reviewed on: _____

Subject: Policy Review 8000 Series- Board Organization and Operation

Meeting Date: August 10, 2026

Prior Meeting Discussion Date:

Department:

Action Desired: Approval_____Discussion___X___Information Only_____

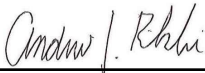
Background:

Board Policy 8000 – Board Organization and Operation are due for the annual review. Based upon the review of this policy, if there would be recommended revisions, discussion would be held at the August 24, 2026, board meeting. Any changes would be acted on at the September 14, 2026, meeting of the Board.

Recommendation: Direct suggested changes to 8000 Board Policies to Dr. Settles.

Responsible Person: Dr. Kati Settles

Superintendent's Approval_____



Signature

RETURN TO AGENDA

Subject: Student & Staff Enrollment Update

Meeting Date: August 10, 2026

Prior Meeting Discussion Date:

Department: Human Resources

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

The Board of Education will be provided an update of student enrollment and staffing for the start of the 2026-27 school year.

Recommendation:

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Signature

RETURN TO AGENDA

Subject: 2026-27 Budget and Property Tax Discussion

Meeting Date: August 10, 2026

Prior Meeting Discussion Date:

Department: Business Services

Action Desired: Approval _____ Discussion X Information Only _____

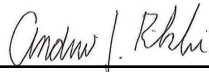
Background:

Work continues in building the budget and tax asking for 2026-27. Budget Parameters, considerations, and line items for the General Fund will be discussed and reviewed as well as property tax implications for the 2026-27 school year. The administration will also discuss timelines for future budget, tax hearings, and due dates for the 2026-27 budget and a resolution for an increase in the district's base growth percentage used in determining its property tax authority.

Recommendation: Discussion at this time.

Responsible Person: Brett Richards

Superintendent's Approval _____



Signature

RETURN TO AGENDA