

Board of Education Work Session

November 24, 2025 8:00 PM

SPCS Administration Building  
765 Main Street  
Springfield, NE 68059

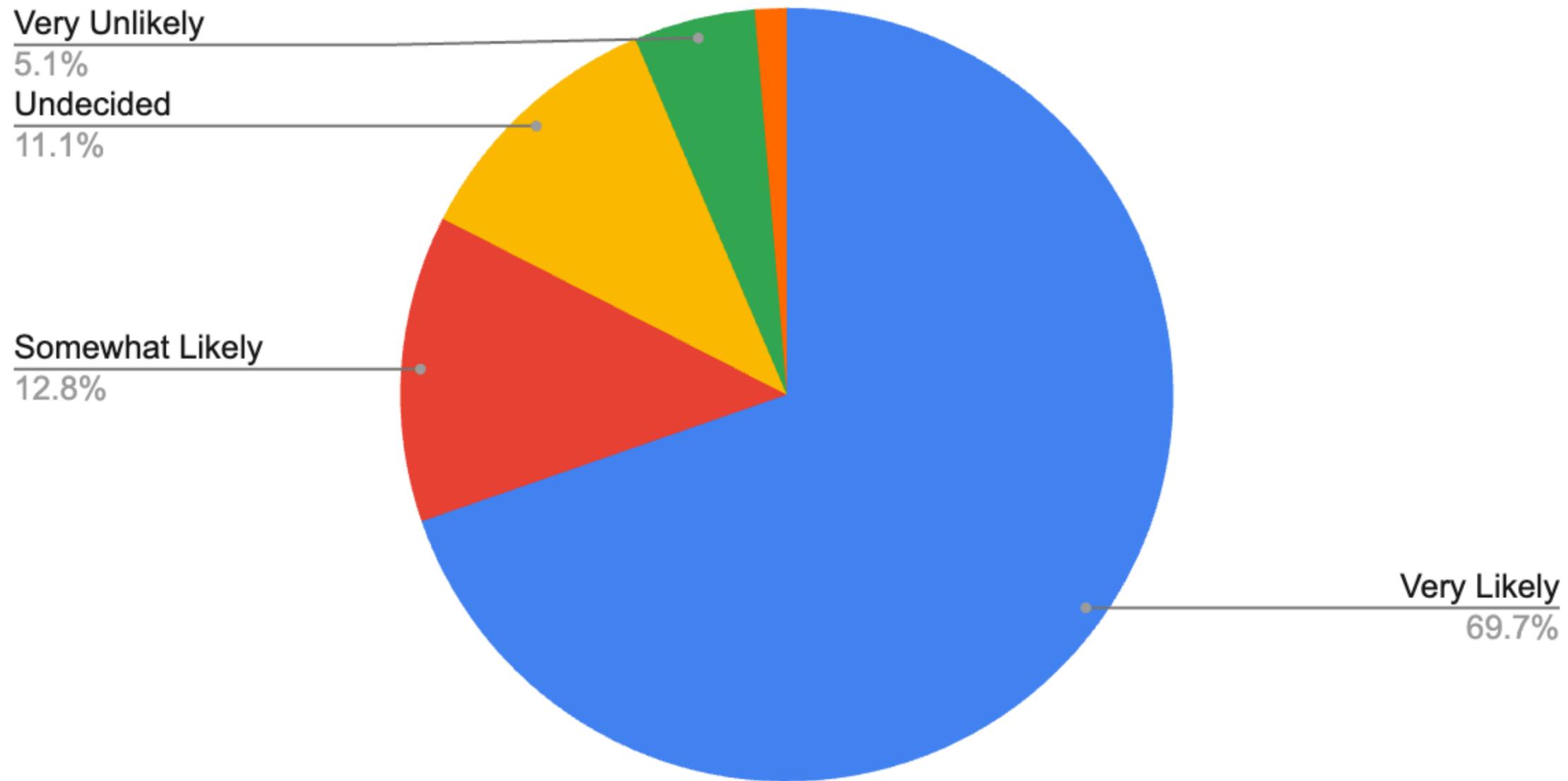
## **Agenda**

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
  - IV.A. Bond Update Information and Discussion
  - IV.B. Review of Preliminary Information on Lighting Projects
  - IV.C. Agreement for Services — K5 Event Planning and Services
  - IV.D. Land Transfer Negotiations Update
  - IV.E. Negotiation Committee Update
  - IV.F. District Culture Survey Results
  - IV.G. NASB State Education Conference Debrief
  - IV.H. Holiday Board Luncheon for Staff
- V. Action Items
  - V.A. Transportation Interlocal Agreement with Louisville Public Schools
  - V.B. Approval of Early Retirement Incentive Program Application- Teresa Starks
- VI. Future Planning
- VII. Executive Session - Strategy session for superintendent contract negotiations
- VIII. Adjourn

453 Responses  
11/21/2025



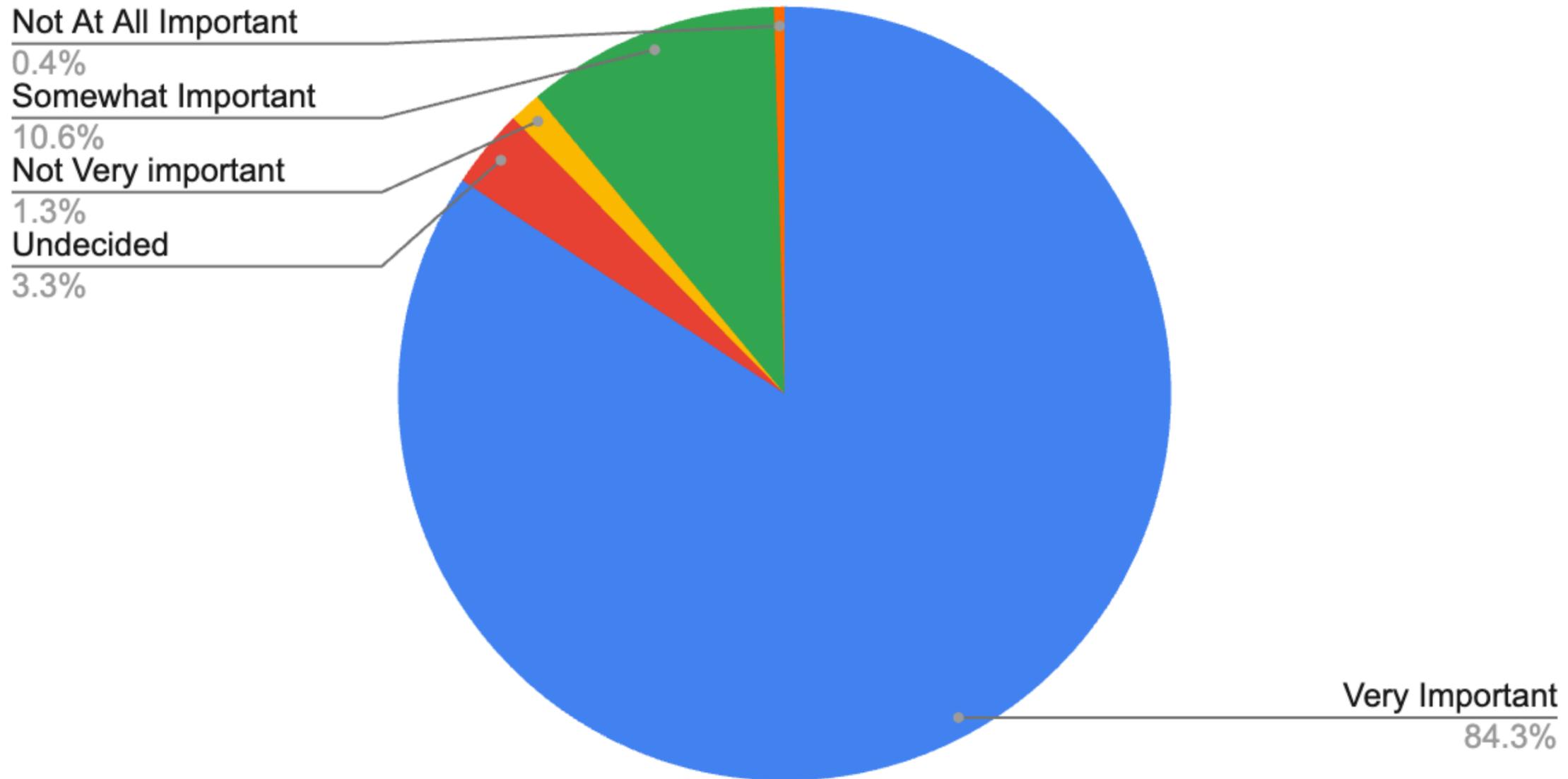
Count of Based on the information above, how likely are you to support a SPCS school bond?



453 Responses  
11/21/2025



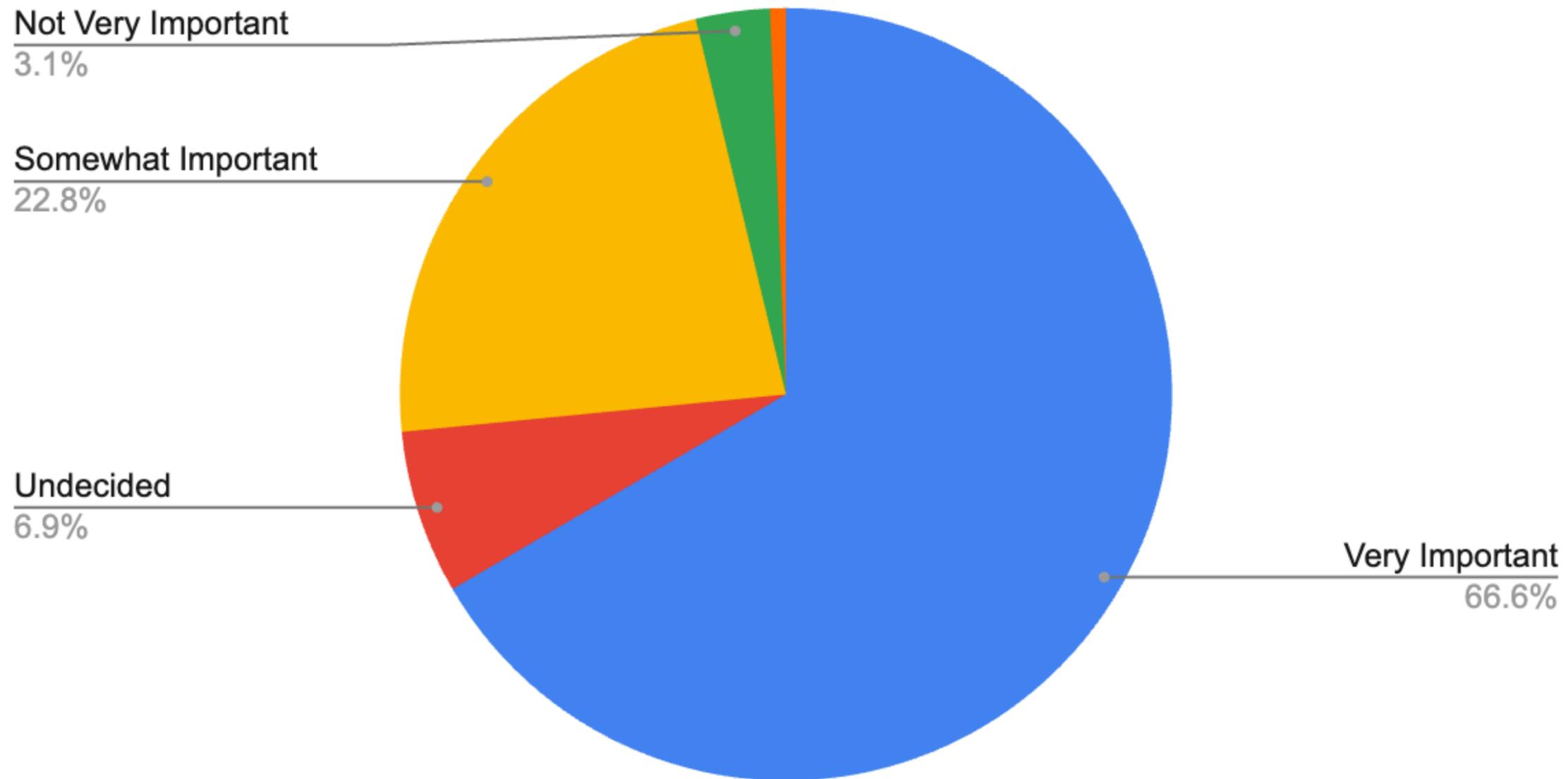
## Count of How important is it to you that our schools proactively plan for safety & security?



453 Responses  
11/21/2025



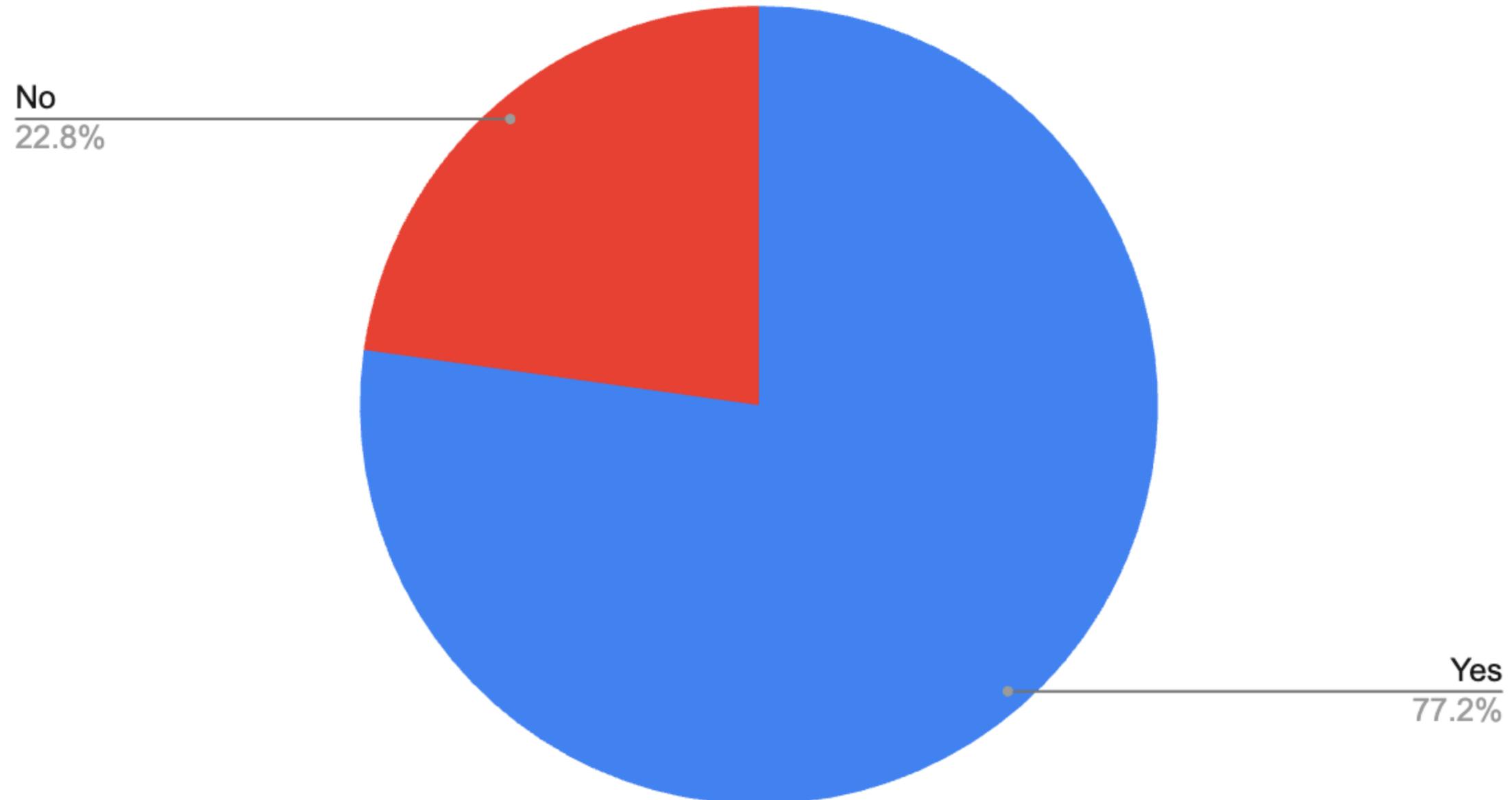
## Count of How important is it to you that our schools proactively plan for growth?



453 Responses  
11/21/2025



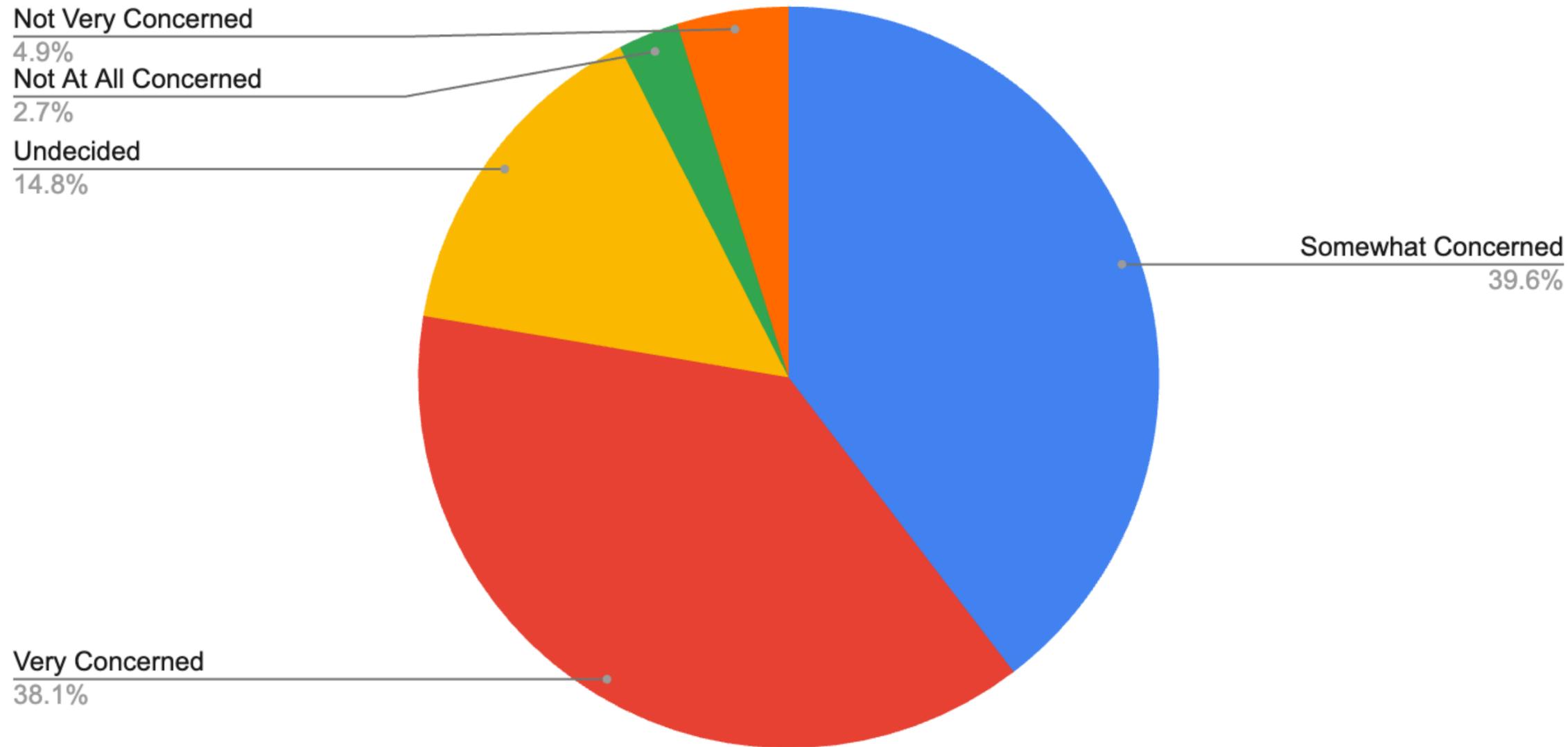
Count of Are you aware of the planned Oak Leaf housing development (700+ homes) near 72nd & Capehart, which is within our school district?



453 Responses  
11/21/2025



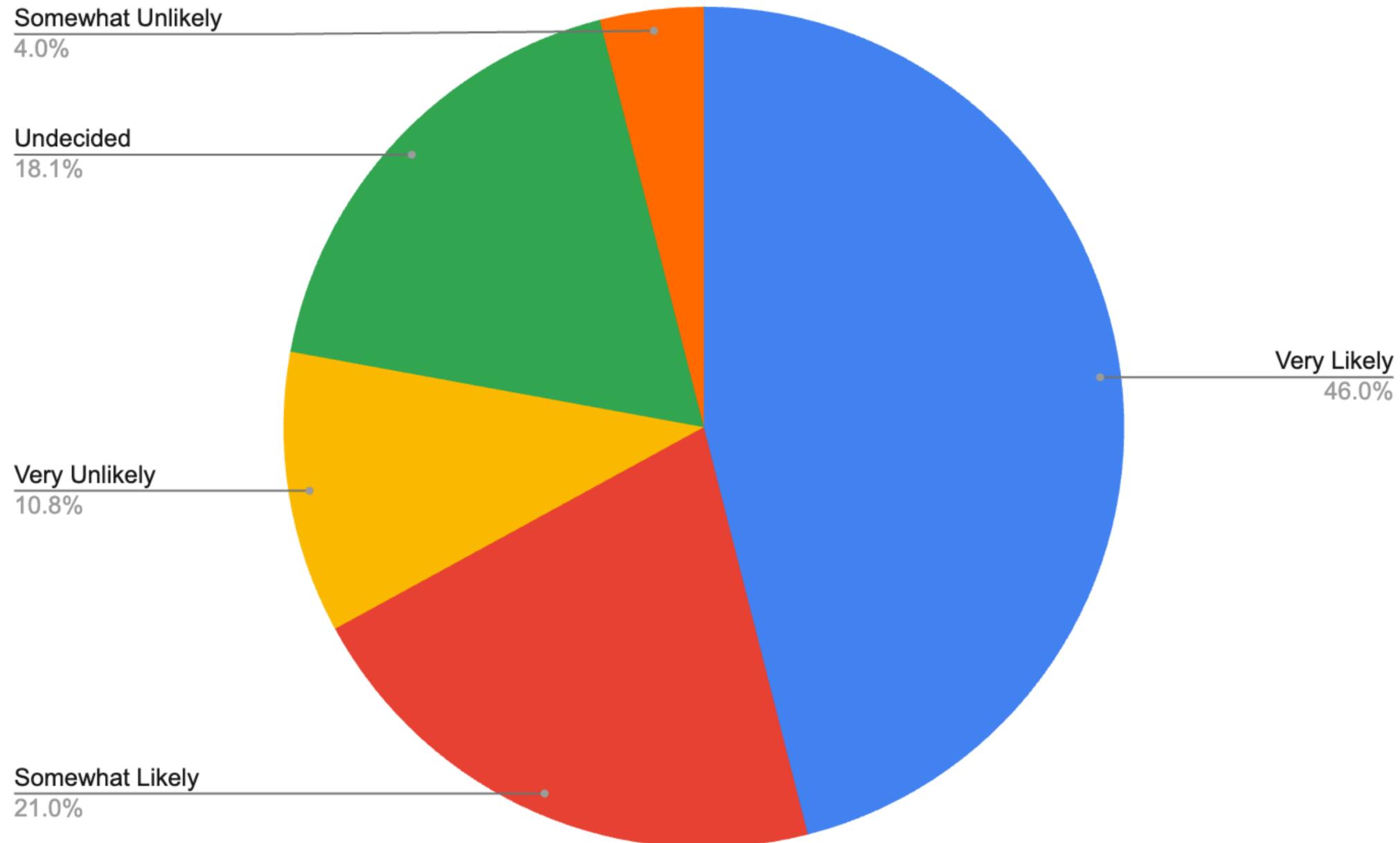
Count of How concerned are you about the impact of housing growth (e.g., Oak Leaf development or Springfield area growth) on school capacity?



453 Responses  
11/21/2025



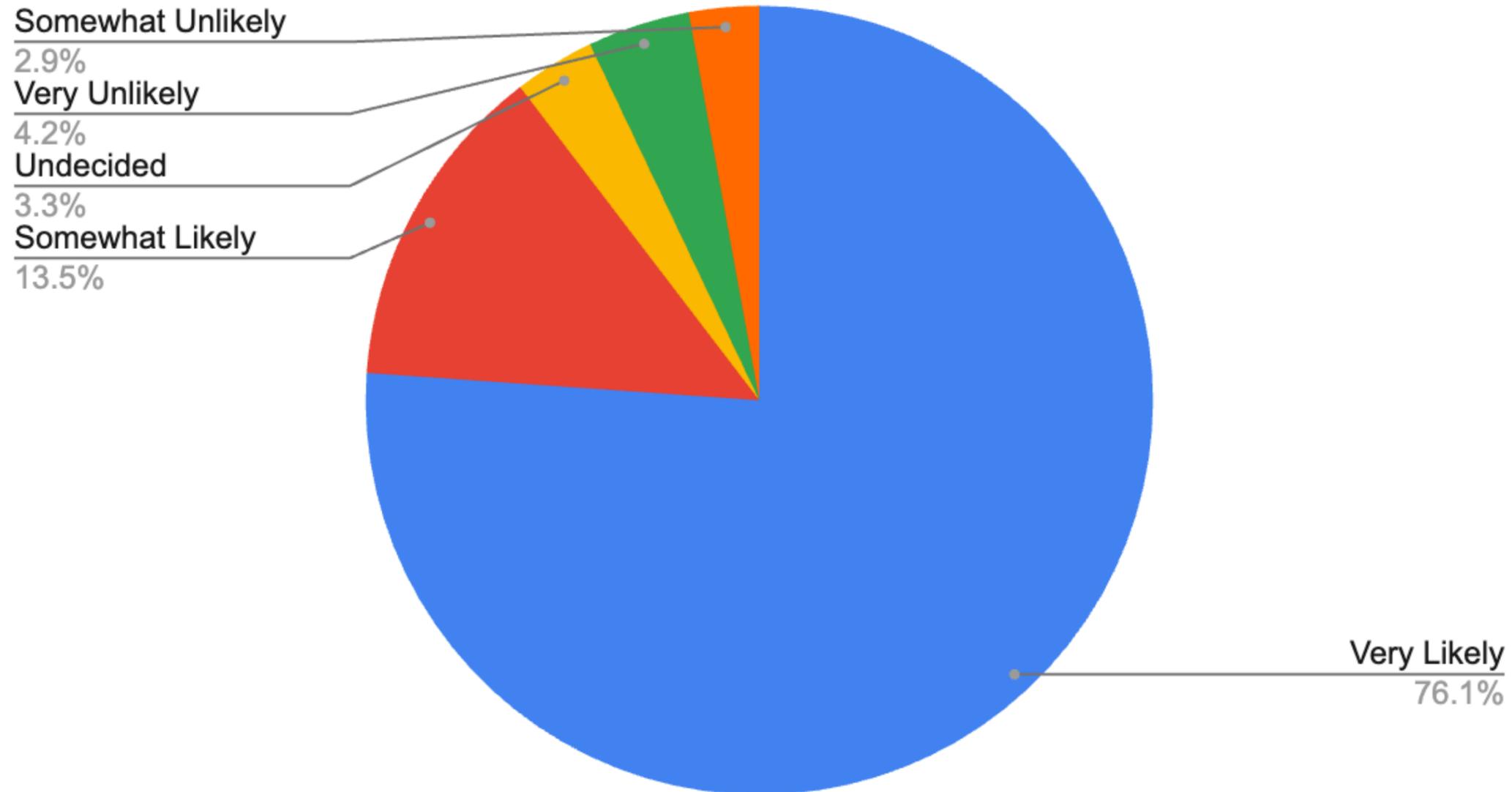
Count of How likely would you be to support a bond measure to fund the construction of a new elementary school in response to the growth in the Oak Leaf area within our school district?



453 Responses  
11/21/2025



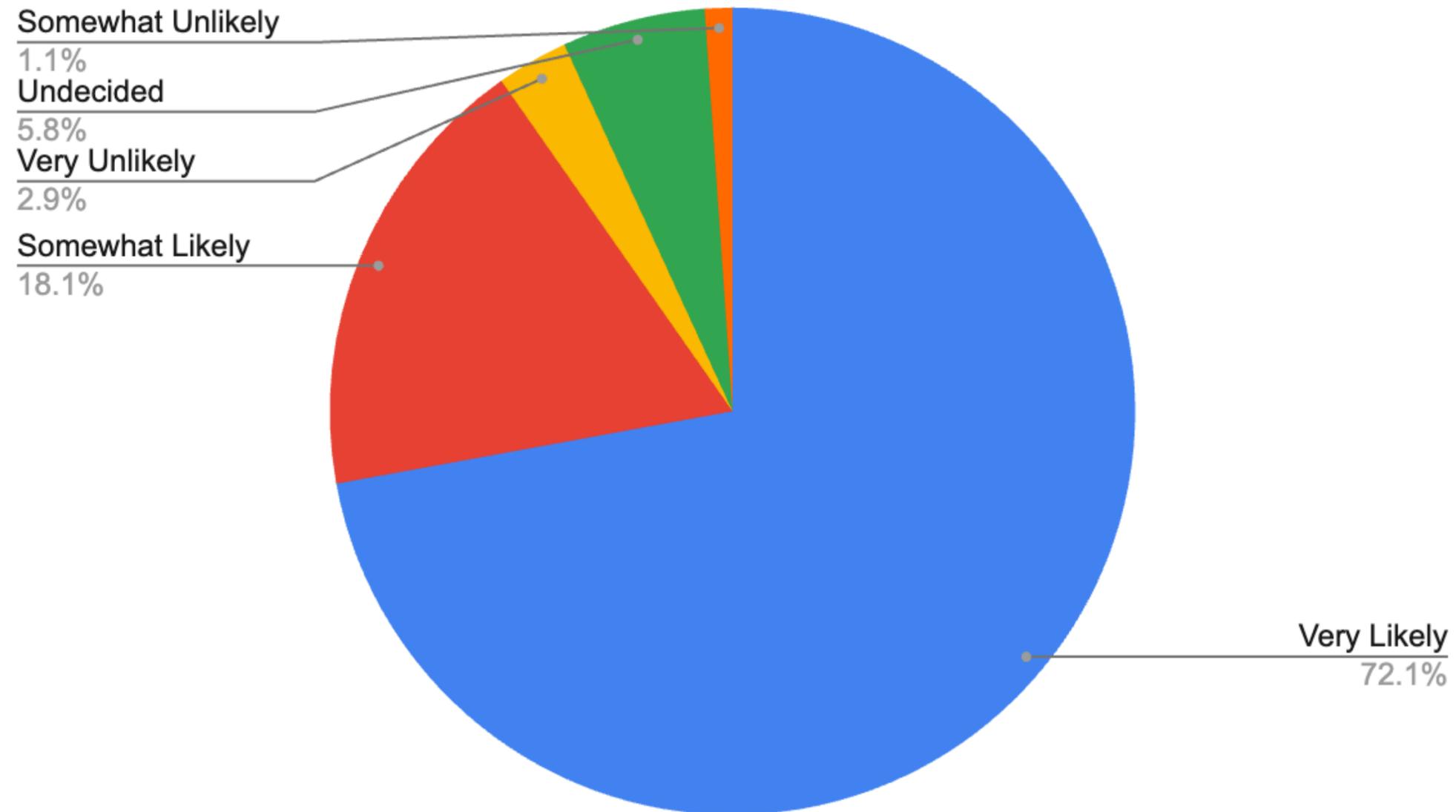
### Count of How likely would you be to support a bond measure that includes constructing a secure indoor corridor connecting Platteview Central and Platteview High School?



453 Responses  
11/21/2025



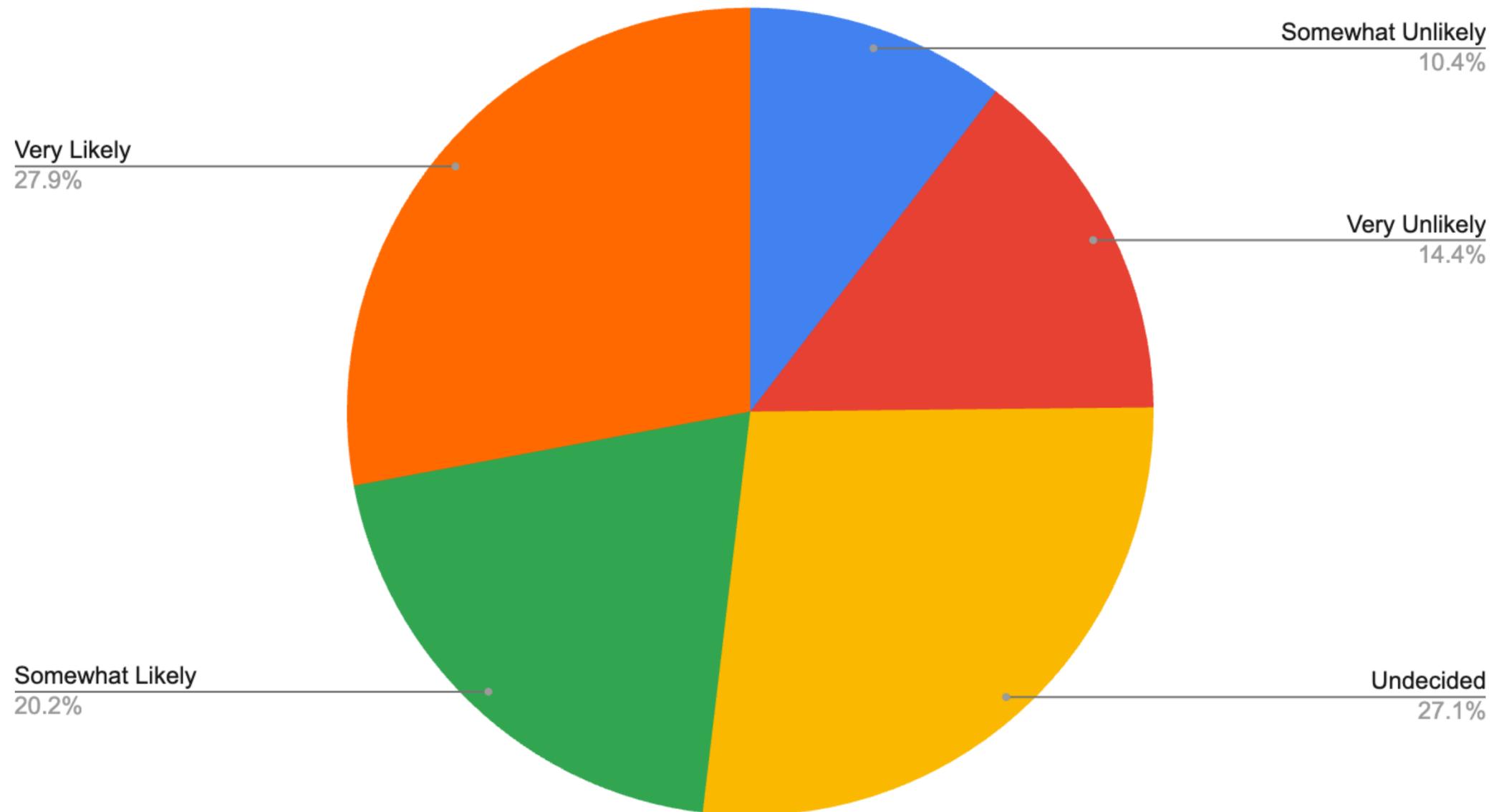
### Count of How likely would you be to support a potential bond that includes improvements and renovations to Platteview High School?



453 Responses  
11/21/2025



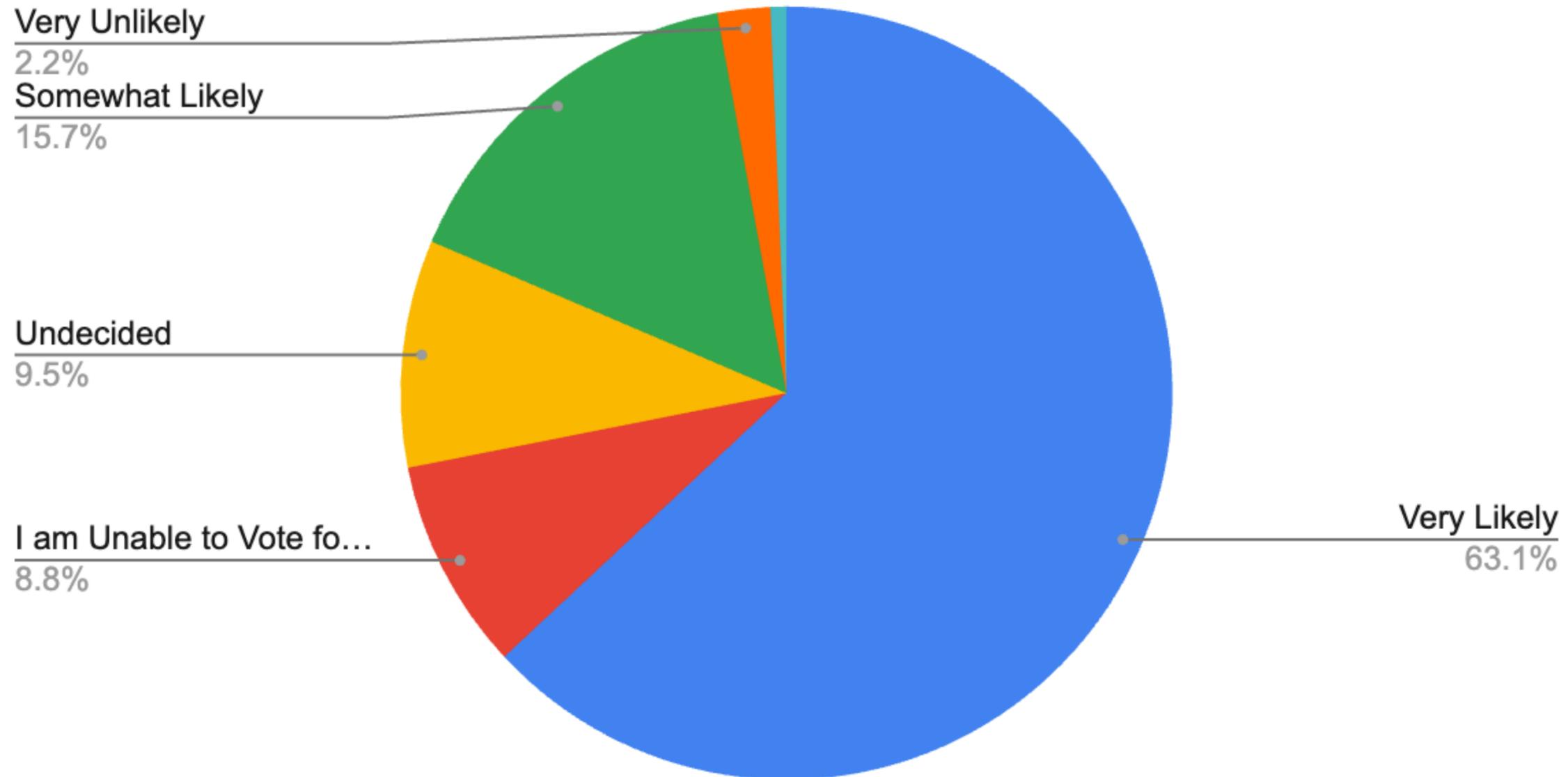
Count of How likely would you be to support improving the entrance to Salberg Field with a new building - adding home and away locker rooms, athletic storage, outdoor restrooms, outdoor concessions, and replacing the ticket taking booth?



453 Responses  
11/21/2025



## Count of How likely are you to vote on a special bond election if it is held in February?

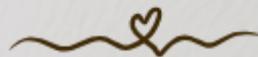




*12.16.25*

# *Holiday Luncheon*

In keeping with their annual tradition, the Board of Education is pleased to offer a festive holiday lunch on Tuesday, December 16th. Lunch will be served in the break rooms during regular staff lunch times. We greatly appreciate all you do.



## **AGREEMENT TO SHARE TRANSPORTATION**

This agreement is made and entered into by **Cass County School District 13-0032**, commonly known as **Louisville Public Schools** (referred to herein as "Louisville") and **Sarpy County School District 77-0046**, commonly known as **Springfield-Platteview Community Schools** (referred to herein as "Springfield-Platteview").

**1. Purposes.** The purpose of this agreement is for the school districts to share in the transportation of students to Ralston Public Schools in Ralston, Nebraska.

**2. Term.** This Agreement shall commence on the date it has been approved by both Parties and shall end on June 1, 2026. This Agreement shall automatically renew from year to year for an additional one-year term from its expiration date unless one of the parties gives written notice to the others on or before April 1, 2026, and each April 1<sup>st</sup> thereafter of its intention to terminate it at the conclusion of the then-current contract term. The parties may by mutual agreement terminate this agreement at any time prior to the then-existing term.

**3. Administration.** The school district's respective Superintendents shall be responsible for jointly administering this Agreement. The Superintendents may take any action authorized, either explicitly or implicitly, by law, including any action that may be necessary to perform the duties and functions as provided in this Agreement.

**4. Transportation.** Louisville shall employ a qualified Driver and provide an appropriate Vehicle for the transportation of students. Louisville shall be responsible for paying the Vehicle Driver's yearly salary and benefits. The Driver shall be appropriately licensed and authorized to transport students. The Vehicle shall comply with all applicable state and federal laws and regulations for the transportation of students. Louisville shall provide Commercial General Liability and Automobile Liability policies for its Driver and Vehicle.

**5. Payment to Louisville by Springfield-Platteview.** Springfield-Platteview shall make the following payments to Louisville: \$42 a route (covers mileage of \$44 and \$40 for a driver divided by 2 for a morning route.) The cost would be \$42 for an afternoon route. A full day total would be \$84. If the Louisville student doesn't ride the cost would be \$84 per trip. Springfield-Platteview will only be billed for the days their student rides. Louisville shall bill the Springfield-Platteview on a monthly basis for all payments pursuant to this paragraph beginning December 1, 2025. Payment shall be due upon receipt.

6. **Vehicle Driver Not a Third-Party Beneficiary.** This agreement does not create any enforceable rights in favor of the Vehicle Driver and he or she is not a third-party beneficiary of the agreement.

7. **No Joint Employment.** This agreement does not make the parties joint employers of the Vehicle Driver for purposes of liability, Workers' Compensation, unemployment compensation, or any other purpose.

8. **Management, Evaluation, Discipline and Discharge.** Louisville shall have the right to manage, evaluate, discipline, and discharge the Vehicle Driver in a manner consistent with its employment contract and as otherwise provided by law.

9. **Termination During Term of Agreement.** Either party may terminate this Agreement upon seven day's written notice to the other party.

10. **Liability Insurance.** Except as otherwise provided herein, each party shall obtain and pay for its own liability insurance coverage for their participation in this Agreement.

11. **Indemnification.** To the extent permitted by applicable law, but without waiving any rights under any applicable state governmental immunity act, the parties hereto agree to indemnify each other from any and all liabilities, claims, expenses, losses or damages, including attorneys' fees, which may arise in connection with the execution of the work herein specified and which are caused, in whole or in part, by the negligent act or omission of the Indemnifying Party.

12. **Nondiscrimination.** The parties shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his race, color, religion, sex, disability, or national origin.

13. **Employment Eligibility Verification.** The parties shall use a federal immigration verification system to determine the work eligibility status of employees hired on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If a party employs or contracts with any subcontractor in connection with this Agreement, the contracting party shall include a provision in the contract requiring the subcontractor to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

14. **Notice.** A party giving any Notice ("Notice") under this Agreement must give written Notice by personal delivery, registered or certified Mail (in each case, return receipt requested and postage prepaid), or electronic mail (to the respective Superintendents, with receipt confirmed, to the address on file with the Nebraska Department of Education). Notice shall be sent to the following addressees at the following addresses:

Louisville:           Louisville Public Schools  
                          Attn: Superintendent  
                          202 West 3<sup>rd</sup> Street  
                          Louisville, NE 68037

Springfield-:       Springfield-Platteview Community Schools  
Platteview           Attn: Superintendent  
                          765 Main Street  
                          Springfield, NE 68059

Notice is effective only if the party giving the Notice has complied with this section.

15. **Assignment.** The parties shall not assign or otherwise dispose of this Agreement or any duty, right, or responsibility contemplated in this Agreement to any other person or entity without the previous written consent of every other party.

16. **Reservation of Rights.** Each party reserves the right to enforce its own rights, obligations, or benefits of this Agreement.

17. **Entirety of Agreement.** This agreement contains the parties' entire agreement. It fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter hereof.

**LOUISVILLE PUBLIC SCHOOLS**

\_\_\_\_\_ Date: \_\_\_\_\_, 2025  
Board President

**SPRINGFIELD-PLATTEVIEW COMMUNITY SCHOOLS**

\_\_\_\_\_ Date: \_\_\_\_\_, 2025  
Board President

## 4901

### Early Retirement Incentive Program (ERIP)

#### Purpose

The purpose of Early Retirement Incentive Program is to provide certified personnel, meeting certain qualifications of years of service within the district, an opportunity to accept voluntary separation earlier than normal retirement. "Certified Personnel" is defined for this policy as teachers (preschool, classroom, specialist), counselors, psychologists, media specialists, and speech pathologists. Effective June 1, 2027, "certified personnel" shall not include administrators who were not otherwise grandfathered in with eligibility rules below.

#### Offer

On or before February 1st each school year, the Board of Education will decide if they will offer the ERIP Incentive or if there are any limits to participation for that current school year. The district will notify certified staff members when that decision is made. If the Board does not act to offer the program before February 1, it is assumed the program will not be offered that school year.

#### Eligibility

Certificated personnel who are at least 55 years of age and whose age plus years of creditable service at Springfield Platteview Community Schools equals 85 are eligible for participation. Certificated personnel who were hired after July 1, 2018 must be at least 60 years of age and also satisfy the "Rule of 85" to be eligible for participation. Part time employees will be figured at the individual FTE in determining credit.

Sabbatical, medical and other leaves of absence approved by the Board of Education do not constitute creditable service for ERIP.

Creditable service is defined in accordance with the creditable service requirements of the Nebraska State Retirement System rounded down to the nearest full year.

An employee may participate in ERIP only once.

An employee receiving benefits from the Long Term Disability plan is not eligible during that time.

An employee who has received written notice that his/her principal or supervisor does not intend to continue the employee's contract past the end of the current school year is not eligible.

#### Eligibility Window

Certificated personnel who are or become eligible for this program on or after January 1, 2024, shall be eligible to participate in the program for a period of three school years. For example, a certificated employee who is eligible for this program on January 1, 2024, must choose to

participate in the program in the 2023-24, 2024-25, or 2025-26 school years or forever waive the ability to participate in the program.

### Participation

The district shall notify all employees who are eligible for the ERIP incentive on or before February 1 and any deadlines for declaring participation in the program. No employee will be asked to decide participation without at least 45 days of notice.

The employee must declare his/her intent to participate in the voluntary separation program within 45 days from the notice. The employee must complete the ERIP Application form. Any exceptions may be made with Board of Education approval.

### Limits of Participation

The Board of Education, in its sole discretion, reserves the right to limit participation in ERIP based on district financial issues. If limits are necessary, the Board will determine the number of incentives to be offered, and notify certified staff members on or before February 1.

The Board will grant a preference if more applications are submitted than available incentives, to longest continuous service in Springfield Platteview Community Schools. In case of a tie, preferences will be decided, in order of importance, to 1) cost of staff member's schedule salary; 2) state and federal regulations, which may mandate certain employment practices; and 3) educational programs to be offered by the district.

### Early Retirement Incentive

The participant receives payment based upon his/her last scheduled salary only or as identified in the Early Retirement Incentive Distribution section below, not including extended contracts, extra duty, etc.

Each payment will be equal to the percentage or amount shown in the Early Retirement Incentive Distribution Table. Such payments shall be made annually for five years.

### Early Retirement Incentive Distribution

*Tier I* – Certificated personnel who had at least 20 years of service with Springfield Platteview Community Schools as of August 1, 2023 shall be eligible for the following incentive: 25% of their 2023-24 salary per year for 5 consecutive years (or 125% of their last scheduled salary total).

*Tier II* – Certificated personnel who had at least 15 years of service but less than 20 years of service with Springfield Platteview Community Schools as of August 1, 2023 shall be eligible for the following incentive: 15% of their last scheduled salary per year for 5 consecutive years (or 75% of their last scheduled salary total).

*Tier III* – All certificated personnel who do not qualify for Tier I or Tier II benefits shall be eligible for the following incentive: \$7,000 per year for 5 consecutive years for a total of \$35,000.

The first ERIP incentive payment will be made September 20th in the year of separation. The remaining payments will be made on the anniversary of the first payment, until the full amount is paid.

All ERIP incentive and unused sick leave payments will be deposited in a special pay 403B plan for the participant. If the participant is 55 years or older, the participant may withdraw from the 403B fund as allowed by law. Participants under the age of 55 cannot withdraw from the 403B fund until the age of 55. Participants may not take incentives as cash payments.

Beneficiary

In the event of death of the participant during the ERIP incentive period, the balance of the ERIP separation benefit due will be paid in one lump sum to the participant's beneficiary(ies) or estate at the next scheduled payment date.

Unused Sick Leave

Any teacher exercising this ERIP program will receive a payment equal to one half (1/2) of his/her accumulated sick days times (X) the current rate of substitute pay. This payment will be made in a September payment following the conclusion of his/her teaching for the district. This payment will be made only once.

Date of Adoption: December 11, 2017  
Last Revision: February 13, 2012  
Last Review: November 10, 2017  
Revised Date: January 8, 2024

Legal Reference:  
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***Future Planning  
November 2025***

- 11/26-11/28 No School - Thanksgiving Break
  
- 12/2/25 Foundation Board Meeting 7:30 a.m.
  
- 12/8/25 Site Committee Meeting 6:00 p.m.  
Finance Committee Meeting 6:30 p.m.  
Regular Board Meeting 7:00 p.m.
  
- 12/17-12/19 Early Dismissal - Finals/End of Semester
  
- 12/22-1/2/26 Winter Break
  
- 1/5/26 No School - Teacher Work Day
  
- 1/6/26 1st day of 2nd Semester