

Board of Education Work Session

January 26, 2026 7:00 PM

SPCS Administration Building  
765 Main Street  
Springfield, NE 68059

## **Agenda**

- I. Policy Committee
  - I.A. 3-year policy reviews
- II. Meeting Roll Call
- III. Notice of Open Meetings Act - Posted
- IV. Public Comment
- V. Items for Discussion (Discussion Only)
  - V.A. Nebraska School Board Appreciation Week
  - V.B. OPAA Updates and Presentation
  - V.C. Board Committees for 2026
  - V.D. 2024-2025 Data Summary
  - V.E. 2026-2027 Calendar Draft
  - V.F. SPCS Staffing Update
  - V.G. 2026 Election Calendar
  - V.H. 2026 Legislative Update
  - V.I. Bond and Construction Update
  - V.J. Land Transfer Pre-Payment Agreement- Shadow Creek
- VI. Action Items
  - VI.A. District Nurse Contract Approval for 2026-27
- VII. Future Planning
- VIII. Adjourn

## **2001 Role of the Board of Education**

The board of education (board) is charged by the Legislature with the duty of providing public elementary and secondary education to the citizens of the district. The Legislature has also created the State Board of Education and the State Department of Education, and has delegated certain regulatory and advisory functions to them. The board is responsible to these agencies as specified by law.

The board's primary duties are: (1) to establish a mission, goals, and policies; (2) to establish and maintain school facilities; (3) to select a superintendent; (4) to adopt a fiscally responsible budget; and (5) to evaluate programs.

### **1. Establishment of Mission, Goals and Policies**

The board shall concern itself with broad questions of mission, goals and policy, rather than administrative details. The application of policies is an administrative task to be performed by the superintendent of schools and his or her administrative staff, who shall be held responsible for the effective administration and supervision of the entire school district.

### **2. Establishment and Maintenance of School Facilities and Other Resources**

The board is the legal agency through which the community works to provide the physical facilities, curriculum, instructional supplies and staff to enable the district's mission and objectives to be carried out. The board will establish and maintain school facilities necessary to educate the students of the district.

### **3. Selection of the Superintendent of Schools**

The board will employ a superintendent of schools as the chief executive to whom it will delegate the administration of the school program. As the chief administrator for the board, the superintendent will implement board policies and supervise the day-to-day operation of the school system. The superintendent will keep the board informed of the implementation of the plans and policies, and will recommend changes to policies as necessary. The superintendent will furnish educational leadership to the board, the school staff, and the community.

### **4. Fiscally Responsible Budget**

The board will annually adopt a fiscally responsible budget that will permit the district to accomplish its goals and objectives. The management of the financial program and the development of the proposed budget for the district is delegated to the superintendent.

The board will work for adequate and dependable financial support of the public schools, promotion of effective and efficient organization, and administration of the district.

#### 5. Evaluation of Program

The board will evaluate, or cause to be evaluated, the progress and results of the educational program on a continuous basis. In making these evaluations, the board will seek and give appropriate weight to the superintendent's analysis and recommendations.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_



**2003**  
**Development and Education of Board Members**

1. New Board Member Orientation

- a. All new board members are strongly encouraged to attend new board member training and workshops.
- b. Sitting board members and the superintendent will assist each new member-elect to understand the board's functions, policies, and procedures before he or she takes office.

2. Ongoing Development and Education

- a. Board members provide the most effective service to the district when they are continuously updated on educational and legal issues. Attendance at meetings directly or indirectly related to education or school matters is encouraged for the value they have to the school system and the professional growth of board members.
- b. Board members are encouraged to engage in continuing education such as:
  - i. Participation in local, regional and state conferences and workshops such as meetings of the Nebraska Association of School Boards, the Nebraska Rural Community Schools Association, and the Nebraska Council of School Administrators.
  - ii. Participation in legislative sessions and related activities.
  - iii. Participation in national conventions such as the National School Boards Association and/or the American Association of School Administrators on a rotating basis among the members.
  - iv. Examination of other school facilities and their programs.

The superintendent shall notify board members of all relevant conferences and workshops, other local and regional meetings, and/or in-service activities.

Board members should refer to Policy 2007 for information on

reimbursement for attendance at continuing education and training.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**2004  
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

I, ....., do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **2005 Conflict of Interest**

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

### 1. Definitions. For purposes of this policy:

- a. Business with which a board member is associated shall include the following:
  - (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
  - (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.
- b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
- c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

### 2. Contracts with the School District.

- a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
  - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
  - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
  - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:

(1) All district employees.

(2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

a. A board member may recommend for employment or supervise the employment of an immediate family member if:

(1) The board member does not abuse his or her position.

(2) Abuse of official position shall include, but not be limited to, employing an immediate family member:

(i) who is not qualified for and able to perform the duties of the position;

(ii) for any unreasonably high salary;

(iii) who is not required to perform the duties of the position.

(3) The board makes a reasonable solicitation and consideration of applications for employment.

(4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president

of the board of education.

(5) The board approves the employment or supervisory position.

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b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.

c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.

d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

## 6. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

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election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.

(1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.

(2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

## 7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties

that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

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- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
  - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
  - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

## 8. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
  - (1) The names of the contracting parties.
  - (2) The nature of the interest of the board member in question.
  - (3) The date that the contract was approved.
  - (4) The amount of the contract.
  - (5) The basic terms of the contract.
- b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be

available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_



**2011**  
**Membership in Organizations**

The board may hold membership in organizations approved by the board.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **2012 Board Code of Ethics**

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: 1-13-2025

## **2013 Violation of Board Ethics**

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
  - a. Identify the provision of the code that the member has violated;
  - b. Propose how the member can remedy the violation;
  - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: 11-14-2022

Reviewed on: 1-27-2025

Revised on: \_\_\_\_\_

**2016**

**Participation in Insurance Program by Board Members**

Members of board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.

Adopted on: 11-14-2022

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**4025**  
**Superintendent**

The superintendent is hired by and shall report directly to the board of education. The superintendent will be the chief administrative officer of the board of education and shall keep the board informed on important issues. The board delegates to the superintendent the general power and authority to make necessary decisions to ensure the efficient and effective operations of the school.

The superintendent is charged with timely preparing, presenting, and filing an annual school budget, subject to the approval of the board at the annual budget hearing.

All school employees shall be under the direct and/or delegated supervision of the superintendent. The board delegates to the superintendent the authority to hire and terminate the employment of all classified staff. He or she shall review all certified and non-certified employees applying for vacancies and shall make recommendations regarding these employees.

All of the grounds and buildings are supervised by the superintendent, including necessary repairs and improvements unless the board is required to approve such repairs or improvements.

The superintendent's other duties shall be included in his or her job description, contract, or as otherwise assigned by the board.

Adopted on: 04-24-2023

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **4027 Part-Time Certified Employees**

**Percentage of Time.** The percentage of time that a teacher works will be determined by calculating the amount of time that the teacher is required to be at school to teach or supervise classes, plus any assigned preparation time, as a percentage of the entire school day. Extracurricular assignments shall not be considered in determining a teacher's percentage of time. Part-time and temporary teachers may or may not be assigned preparation time, at the sole discretion of the board of education, upon the recommendation of the superintendent of schools.

**Acquiring Permanent Status.** A part-time teacher may become a permanent certificated employee pursuant to the provisions of state statutes.

**Salary.** The salary, benefits and leave entitlement of a part-time teacher shall be determined by multiplying the percentage of time the individual works by his or her placement on the full-time salary schedule contained in each academic year's negotiated agreement. The percentage of time a part-time teacher is required to be on duty shall be determined by the board of education upon the recommendation of the superintendent of schools.

**Horizontal Movement on the Salary Schedule.** A part-time teacher may qualify for movement horizontally on the salary schedule by earning graduate hours of college credit as set forth in the guidelines of the school district's salary schedule, and according to the applicable district policies.

**Attendance at In-service Meetings, Faculty Meetings, and School Activities.** A part-time teacher is responsible for attending in-service meetings, faculty meetings, and school activities that take place outside the teacher's assigned duty hours without additional compensation. A part-time teacher is responsible for performing such tasks as selling or taking tickets, and will be compensated for such tasks pursuant to the policy, practice or negotiated agreement of the school district.

**Continuation of Employment.** The school district administration and board will deal with the continuation of a part-time teacher's employment pursuant to state statute and the procedures prescribed for full-time employees in these policies.

Adopted on: 04-24-2023  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

**4028**  
**Substitute Teachers**

A substitute teacher is an educator who possesses the required certification from the Nebraska Department of Education and is employed to fill a teaching position on a temporary basis. The board shall establish the pay and benefits for substitute teachers.

Adopted on: 04-24-2023

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**4038**  
**Classified Staff Defined**

The term "classified staff" means all employees other than certificated teachers and administrators. Classified staff employees are employed at will, and their employment may be amended or terminated at any time and without any cause.

Adopted on: 04-24-2023

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**4058**  
**Confidentiality in Counseling and Guidance**

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors is confidential but not legally privileged. The counselor will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

Adopted on: 04-24-2023

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**4064**

**Transporting Students in Employee Vehicles**

With the permission of the superintendent, school employees may transport students in the employee's personal vehicle even if those students do not live within the employee's household. School employees who transport students in their personal vehicles and those children do not live within the employee's household must comply with the board's policies on pupil transportation and school vehicle use, including Pupil Transportation Driver Qualification Criteria.

Adopted on: 04-24-2023  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## 6036

### Reading Instruction and Intervention Services

The purpose of this policy is to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. It is the school district's goal that each student be able to read at or above grade level by third grade.

**Effective Reading Teachers.** It is the intent of the school district to employ teachers for kindergarten through third grade who are effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement.

**Reading Assessment.** The school district will administer a reading assessment approved by the Nebraska Department of Education three times during the school year to all students in kindergarten through third grade. Exceptions to this requirement include:

- Any student receiving specialized instruction for limited English proficiency who has been receiving such instruction for less than two years;
- Any student receiving special education services for whom such assessment would conflict with the individualized education plan; and
- Any student receiving services under a plan pursuant to the requirements of section 504 of the federal Rehabilitation Act of 1973, 29 U.S.C. 794, or Title II of the federal Americans with Disabilities Act of 1990, 42 U.S.C. 12131 to 12165, as such acts and sections existed on January 1, 2018, for whom such assessment would conflict with such section 504 or Title II plan.

The first assessment for kindergarten students must occur within the first 45 calendar days that school is in session of each school year. For all other grades, the first assessment must occur within the first 30 calendar days that school is in session of each school year.

Diagnostic assessments used within a supplemental reading intervention program do not require Nebraska Department of Education approval.

**Deficiency Identification.** Any student in kindergarten through third grade performing below the threshold level as determined by the Nebraska Department of Education shall be identified as having a reading deficiency for purposes of the Nebraska Reading Improvement Act and this policy. A student who is identified as having a reading deficiency shall remain identified as having a reading deficiency until the student performs at or

above the threshold level on an approved reading assessment. Nothing in the Nebraska Reading Improvement Act or this policy shall prohibit a school district from identifying any other student as having a reading deficiency.

**Supplemental Reading Intervention Program.** The school district will provide a supplemental reading intervention program to ensure that students can read at or above grade level at the end of third grade. The school district may work collaboratively with a reading specialist at the Nebraska Department of Education, with educational service units, with learning communities, or through interlocal agreements to develop and provide such supplemental reading intervention programs. Each supplemental reading intervention program must be:

- Provided to any student identified as having a reading deficiency;
- Implemented during regular school hours in addition to regularly scheduled reading instruction unless otherwise agreed to by a parent or guardian; and
- Made available as a summer reading program between each summer for any student who has been enrolled in grade one, grade two, or grade three or in a higher grade and is identified as continuing to have a reading deficiency at the conclusion of the school year preceding such summer reading program. The summer reading program may be held in conjunction with existing summer programs in the school district or in a community reading program not affiliated with the school district or offered online.

The supplemental reading intervention program may also include:

- Reading intervention practices that are evidence-based;
- Diagnostic assessments to identify specific skill-based strengths and weaknesses a student may have;
- Frequent monitoring of student progress throughout the school year with instruction adjusted accordingly;
- Intensive intervention using strategies selected from the following list to match the weaknesses identified in the diagnostic assessment:
  - Development in phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
  - Explicit and systematic instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error corrections and feedback; or
  - Daily targeted individual or small-group reading intervention based on student needs as determined by diagnostic assessment data subject to planned extracurricular school activities;

- Strategies and resources to assist with reading skills at home, including parent-training workshops and suggestions for parent-guided home reading; or
- Access to before-school or after-school supplemental reading intervention with a teacher or tutor who has specialized training in reading intervention.

**Parent/Guardian Notification.** The school will give notice in writing or by electronic communication to the parent(s) or guardian(s) of any student identified as having a reading deficiency within 15 working days of such identification that the student has been identified as having a reading deficiency and that an individual reading improvement plan will be established and shared with the parents or guardians.

**Reading Improvement Plan.** Any student who is identified as having a reading deficiency will receive an individualized reading improvement plan, that shall include a supplemental reading intervention program, no later than 30 days after the identification of the reading deficiency. The reading improvement plan may be created by the teacher, the principal, other pertinent school personnel, and the parents or guardians of the student and shall describe the reading intervention services the student will receive through the supplemental reading intervention program to remedy the reading deficiency. The student must receive reading intervention services through the supplemental reading intervention program until the student is no longer identified as having a reading deficiency.

**Reading Progress.** Each student in kindergarten through third grade and his or her parent(s) or guardian(s) will be informed of the student's reading progress within a reasonable time after the school district receives the results from the student's approved reading assessment.

**NDE Professional Learning System.** The Nebraska Department of Education provides a professional learning system. The elementary school(s) and early childhood education programs approved by the State Board of Education will ensure that teachers who teach children from four years of age through third grade are aware of the professional learning system and are adequately trained regarding evidence-based reading instruction to effectively instruct students in reading.

**NDE Report.** On or before July 1 of each year, the school district will provide the required information relating to dyslexia to the Nebraska Department of Education.

Adopted on:7-10-2023

Revised on: 7-15-2024

Reviewed on: \_\_\_\_\_

**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 **and who have been in the district for 20 years** are eligible for participation. Certificated personnel who were hired after July 1, 2018 must be at least 60 years of age, satisfy the "Rule of 85", **and be in the district for 20 years** 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: \_\_\_\_\_



**BRETT KREIFELS**

**KYLE FISHER**

**LEE SMITH**

**BRIAN OSBORN**

**BRENDA GUENTHER**

**MICHAEL PATERA**

# Nebraska SCHOOL BOARD APPRECIATION

**WEEK**

Jan 25 - 31

*Thank You!*

So many incredible things happen because of YOU! A heartfelt thank you to our dedicated SPCS School Board Members listed on the left. Your contributions and commitment are truly appreciated!





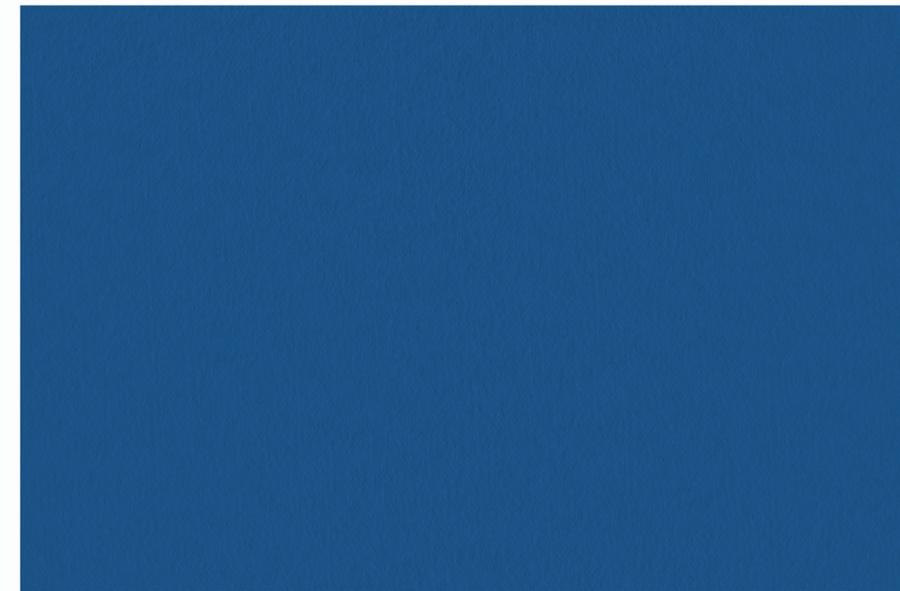
**Board Committees for 2026**

<p><b><u>Policy</u></b></p> <p>Brett Kreifels - Chair Lee Smith Michael Patera</p>	<p><b><u>Evaluation</u></b></p> <p>Kyle Fisher - Chair Lee Smith Brett Kreifels</p>
<p><b><u>Site</u></b></p> <p>Lee Smith - Chair Michael Patera Brian Osborn</p>	<p><b><u>Negotiations</u></b></p> <p>Brian Osborn- Chair Kyle Fisher Brenda Guenther</p>
<p><b><u>Americanism/Curriculum</u></b></p> <p>Brenda Guenther -Chair Brian Osborn Brett Kreifels</p>	<p><b><u>Finance</u></b></p> <p>Michael Patera - Chair Kyle Fisher Brenda Guenther</p>

**Foundation Reps** - Brenda Guenther & Brett Kreifels

**MABE Rep** - Brenda Guenther

**Govt Relations** - Kyle Fisher



# DATA SUMMARY

*Another Excellent Year!*



2024-25





# DEMOGRAPHIC

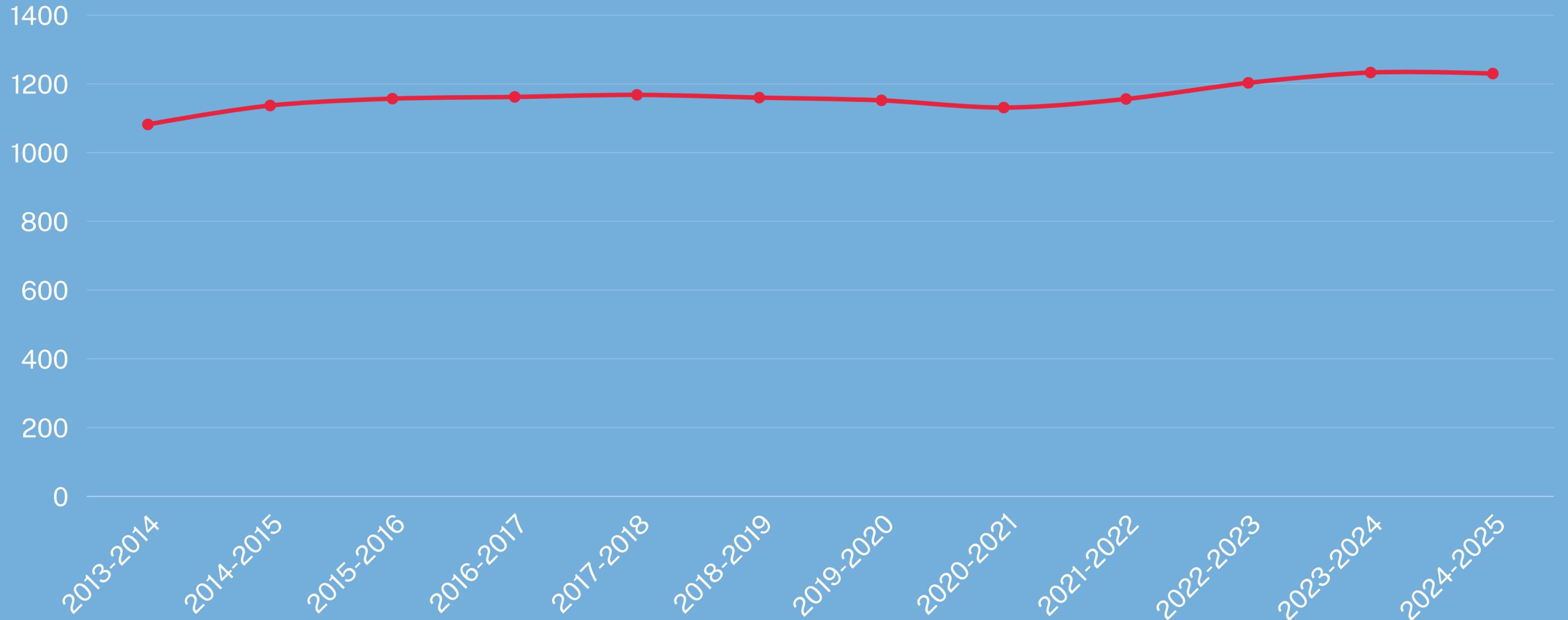
# TOTAL ENROLLMENT

**+12**

**HIGHLIGHT 1**  
Elementary grade sizes have increased by 12 students since 2013.

**+12%**

**HIGHLIGHT 2**  
12% increase since 2013-2014 school year



# STUDENT GROUP SUMMARY

Free/Reduced  
**16%**

Special Ed.  
**17%**

**4%**  
High Mobility

**9%**  
High Ability



**BY**  
**+2%**

### INCREASE NEED

The state special education percentage and the SPCS special education percentage have increased in recent years.

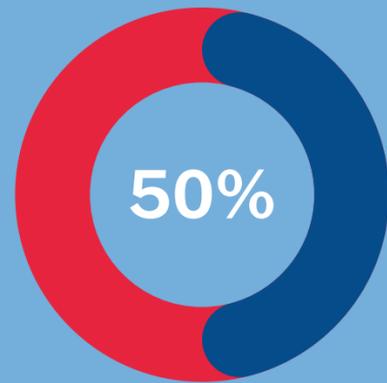


### COMPARABILITY

The SPCS average is at or below the state average across all student group categories.

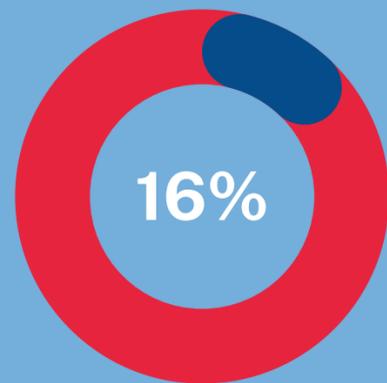
# FREE AND REDUCE POPULATION

## 2024-2025



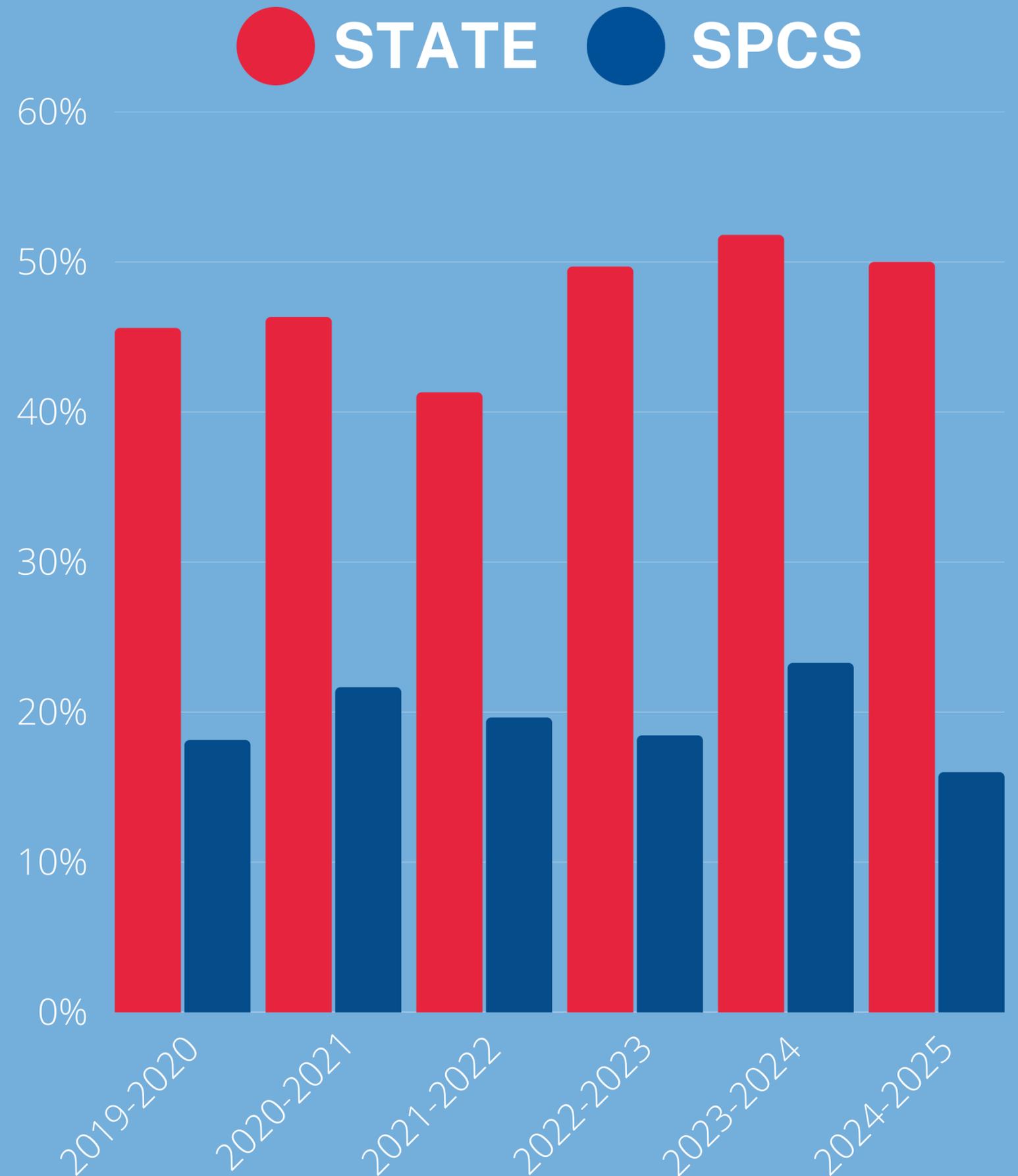
### STATE DATA

Free and Reduced Percent is the second highest since the 2013-2014 school year.



### SPCS DATA

Free and Reduced Percent dropped from the previous school year.



# CHRONIC ABSENTEEISM

**10%**

## IMPACT ON ACADEMIC SUCCESS

Chronic absenteeism, often defined as missing 10% or more of school days in a year, can have a significant impact on a student's academic performance.



## REDUCING DISPARITIES

Affects students from low-income families, students with disabilities, and minority groups.



## IMPROVING LONG-TERM OUTCOMES

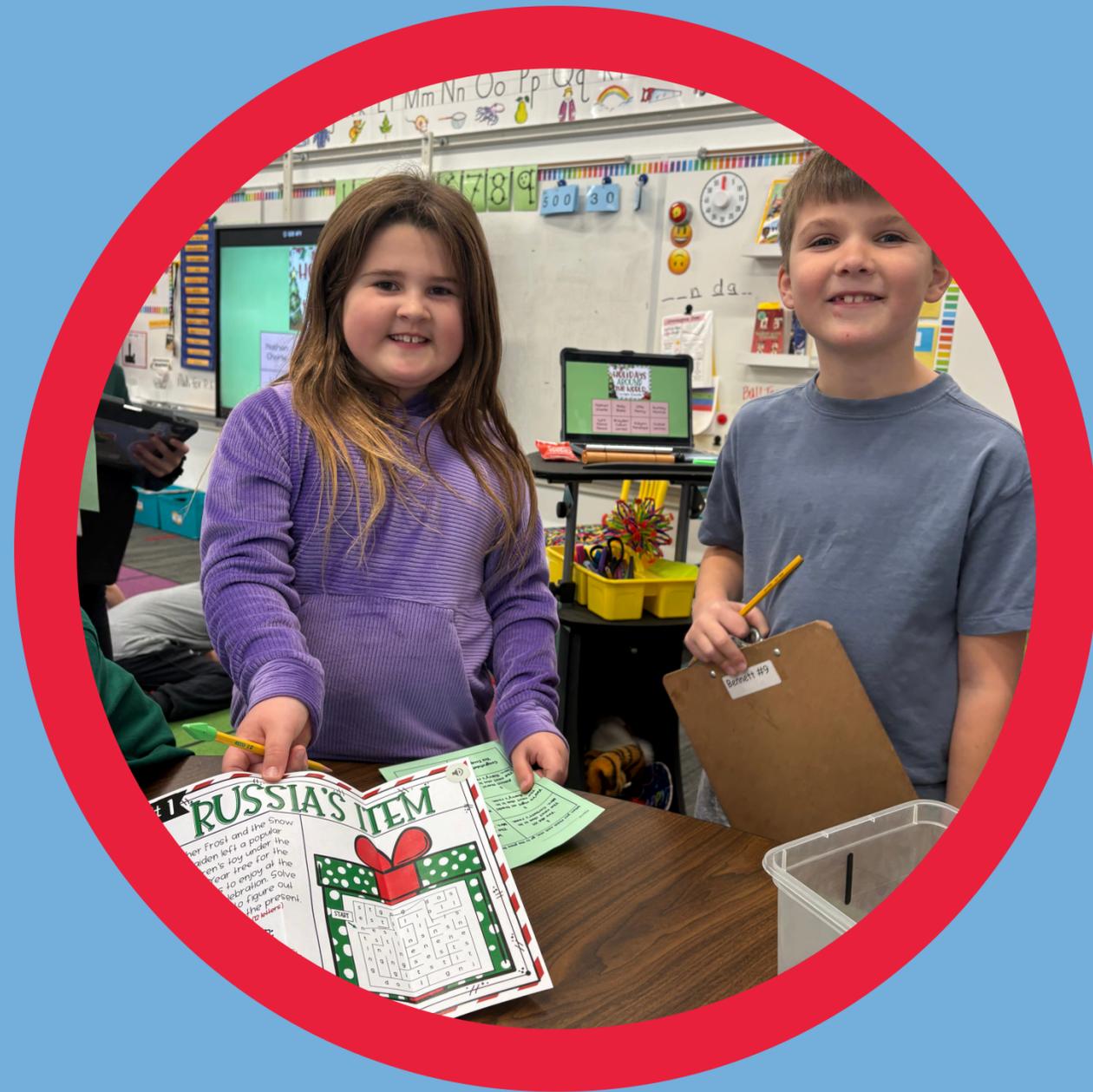
Chronic absenteeism in early grades is linked to higher dropout rates and lower rates of high school graduation.



**-12%**

## DECREASE IN CHRONIC ABSENTEEISM

Since 2021, the district has decreased its chronic absenteeism by 12%. There was a slight increase from last year.

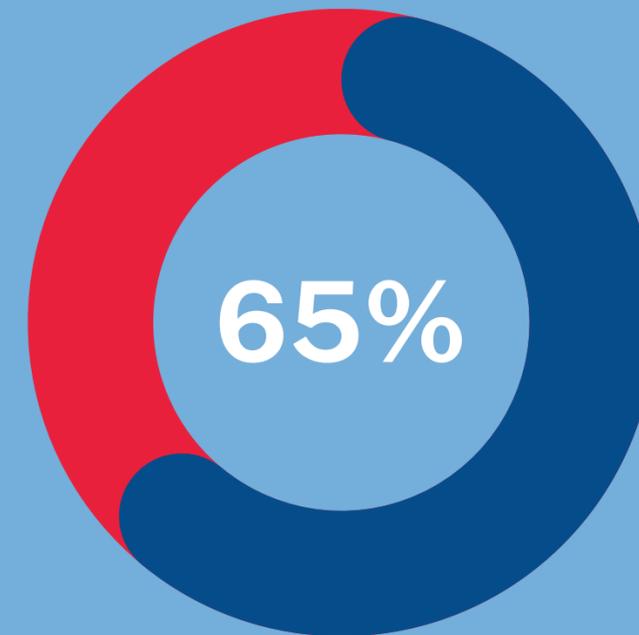
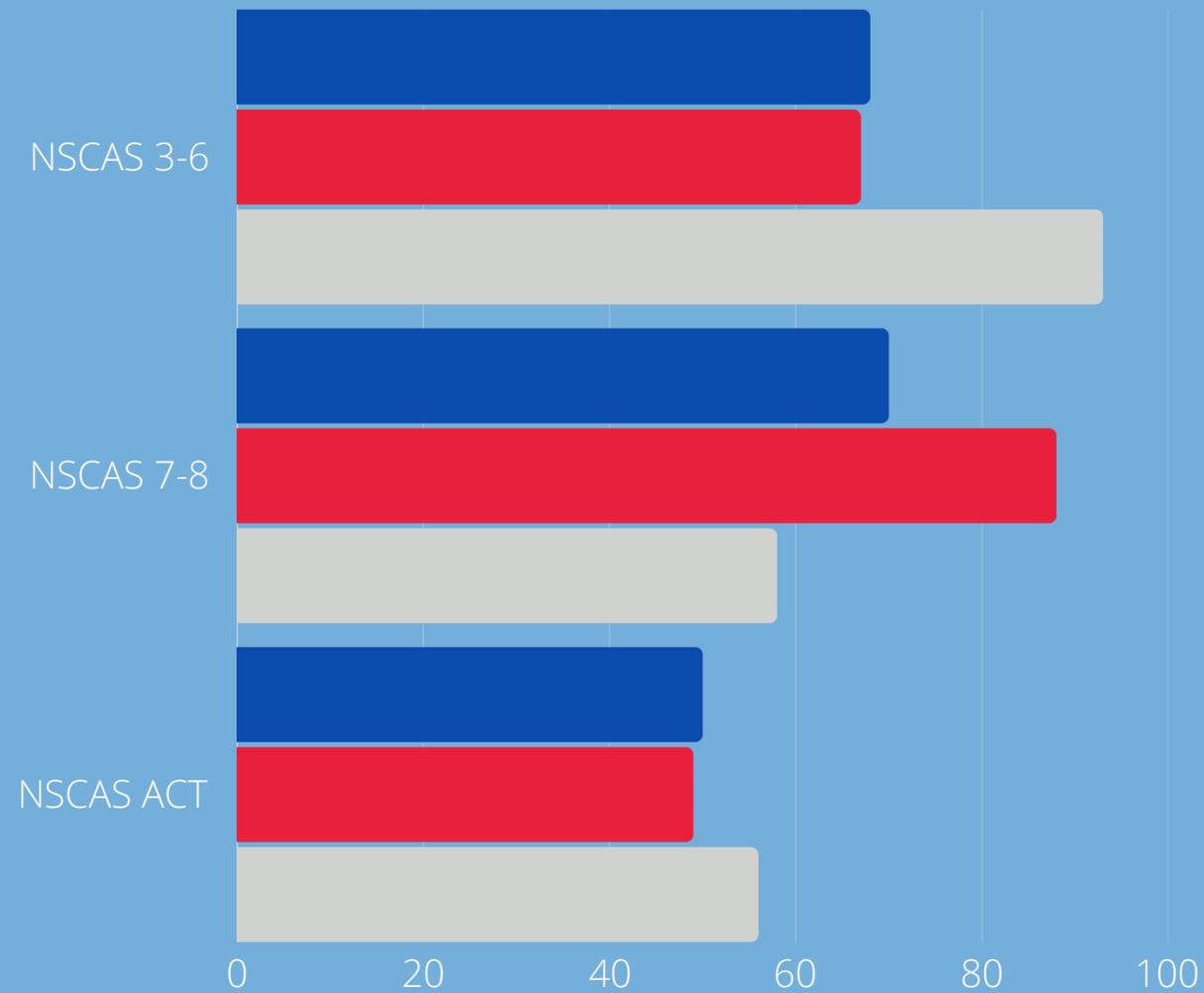


# STUDENT LEARNING

# NSCAS SUMMARY SLIDE

## COMPREHENSIVE PROFICIENCY

NSCAS includes the MAP assessment in grades 3-8 and the ACT and grade 11. The subtests include English Language Arts, Math, and Science.

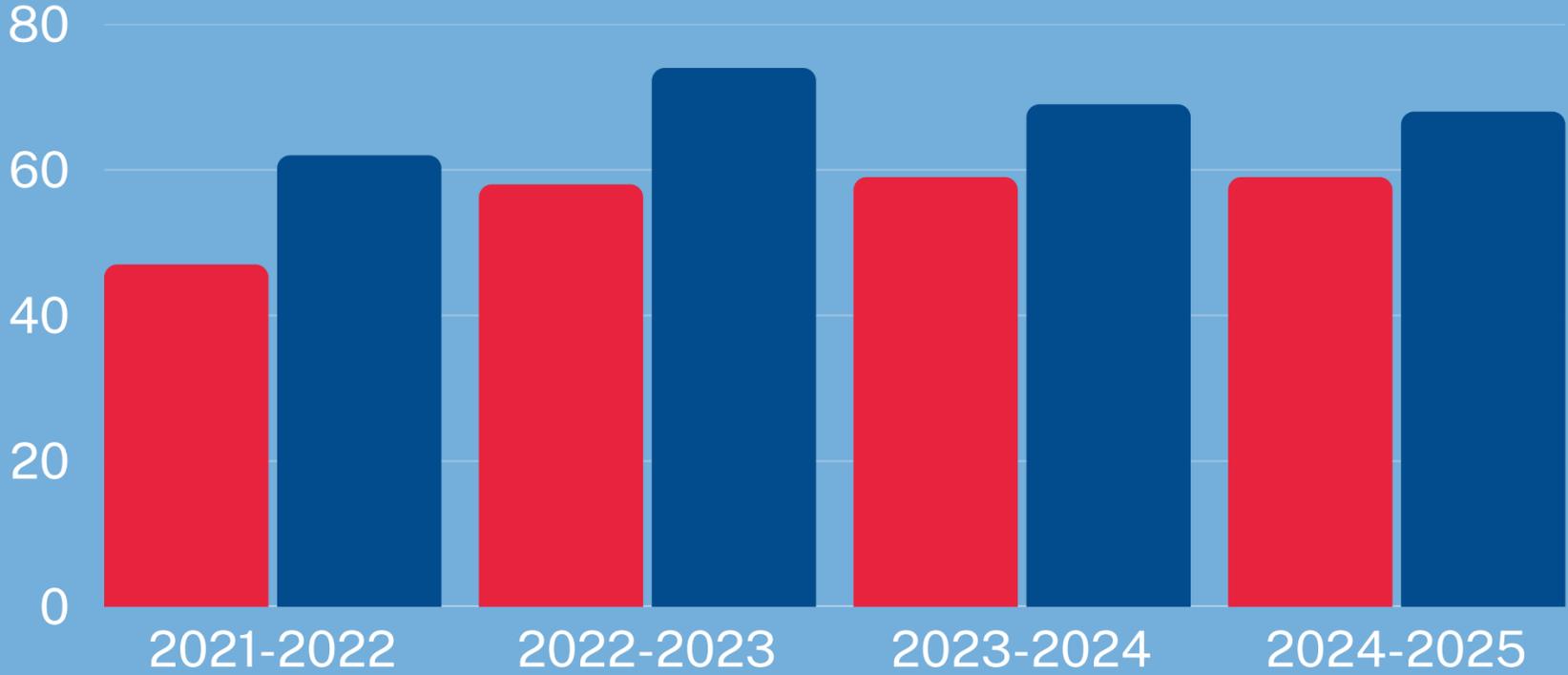


Information is shared per grade span for each of the content areas for NSCAS. This includes grades 3-6, 7-8 and 11th grade.



# ENGLISH LANGUAGE ARTS

The district's academic goal is in reading. As part of the continuous school improvement process, we monitor our growth by reviewing the percent of students who are proficient in reading.



● STATE ● SPCS





# CLASSIFICATIONS



*Third Time is a Charm!*





**PERCEPTION DATA**

# DISTRICT STRENGTHS



## PRIDE

Employees feel good about the work they do and the organization they represent, which reinforces commitment, advocacy, and long-term loyalty.



## QUALITY

Quality stands out as a core strength, reflecting consistent standards, accountability, and care in how work is performed and delivered.



## ENGAGE & INSPIRE

This indicates alignment between individual roles and organizational direction.



## SATISFACTION

Employees' expectations regarding their work experience are being met or exceeded.



## RELATIONSHIPS

This indicates alignment between individual roles and organizational direction.



**MISSION,  
STANDARDS FOR SUCCESS, AND  
CONTINUOUS SCHOOL IMPROVEMENT PROCESS**

# DISTRICT MISSION



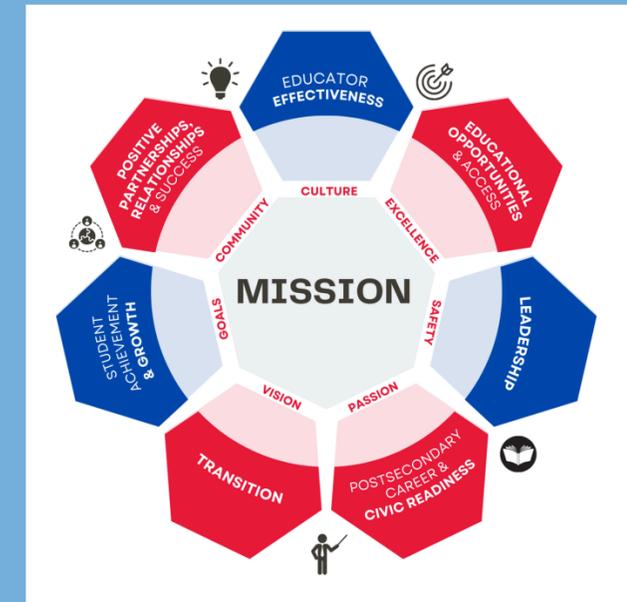
The mission of Springfield Platteview Community Schools is to ensure that all students acquire the college and career ready skills and behaviors necessary for each student to succeed now and into his/her future.

# STRATEGIC PLAN



**GOAL 1**  
Planning for growth as it relates to facilities, staff, systems, and processes.

**GOAL 3**  
Implement a comprehensive safety plan to maximize the security of our stakeholders.



**GOAL 2**  
Implement and revise the Multi-Tiered System of Support (MTSS) model with fidelity throughout the district to support the academic career and behavioral instruction and intention to prepare and empower students.



**CONTINUOUS SCHOOL**

**IMPROVEMENT PROCESS**

# VISIT SUMMARY



**OVERVIEW**



**KEY FINDINGS**



**RECOMMENDATIONS**



## **DATES**

SPCS hosted the external team on November 12th and 13th.



## **EXTERNAL TEAM**

The external team included educators from across the state, including public school teachers, administrators, and staff from educational service units and the state.



## **STAKEHOLDER INVOLVEMENT**

The external team met with over 100 stakeholders, including students, parents, teachers, administration and community members. They conducted interviews, classroom observations, and building presentations.

# KEY FINDINGS

## PASSIONATE ATMOSPHERE

A strong sense of pride and belonging. High levels of pride and effective communication with parents and stakeholders.

## COMMUNITY SUPPORT

Great kids, supportive families, and dedicated professionals that are engaged, supportive, collaborative, respectful, visionary, and committed to success.

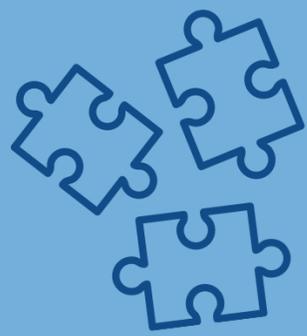


## SHARED LEADERSHIP

Strong shared leadership is a collaborative approach where leaders and stakeholders collectively share decision-making, responsibility, and vision.

## ENHANCE MTSS FOUNDATION

Ensure a solid MTSS process to ensure consistent, data-driven support for all students through tiered interventions, collaboration, and continuous progress monitoring in all buildings.



# RECOMMENDATIONS

*FITTING ALL THE PIECES TOGETHER*



## MTSS STRUCTURE

MTSS (multi-tiered system of support) aligns best practices across a district and addresses gaps in current resources, collaboration needs, and fidelity to program effectiveness. It aims to standardize and improve building processes across the district.

## SCHOOL IMPROVEMENT PROCESS ALIGNMENT

Enhance and deepen connections between AQUESTT Tenets (NDE), the District Vision and Mission, the Strategic Plan (District), the Standards for Success (Principles), and the Building Goals.

## DISTRICT GROWTH

Through conversations with multiple stakeholders, the external team knows that we have something unique and shared that we need to ensure that we can maintain the culture and small-town feel through growth.

# ADDITIONAL INFORMATION

District Data is updated in the late fall of every academic school year. For additional information, please see the NDE Profile.



# Springfield Platteview Community Schools

## 2026-2027 - DRAFT

	AUGUST 2026							JANUARY 2027							
	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
5 New Teacher Workshop							1								1 No School Winter Break
6 All Certified Staff Report							2						1	2	4 No School Teacher Work Day
11 All Classified Staff Report							2								5 1st Day of 2nd Semester
12 First Day of Classes							3								15 No School - Teacher InService
							4								18 No School
							5								
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	SEPTEMBER 2026							FEBRUARY 2027							
	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
7 No School Labor Day							1								10-11 Early Dismissal PHS/PC 1:25 WM 1:10 & SP 1:20 Parent Teacher Conferences
28 No School Teacher In-Service							2								12 No School - Comp day
							3								15 No School - President's Day
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	OCTOBER 2026							MARCH 2027							
	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
9 End of 1st Quarter							1								
14-15 Early Dismissal PHS/PC 1:25 WM - 1:10 & SP 1:20 Parent Teacher Conferences							2								5 End of 3rd Quarter
16 No School - Comp day							3								22-26 No School Spring Break
19 No School							4								
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	NOVEMBER 2026							APRIL 2027							
	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
25-27 No School Thanksgiving Break							1								26 No School
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	DECEMBER 2026							MAY 2027							
	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
16-17 Early Dismissal PHS/PC 1:25 WM - 1:10 & SP 1:20							1								12 Last Day for Seniors
18 Early Dismissal - PHS/PC 11:25 WM - 11:10 & SP 11:20 End of 1st Semester							2								16 Commencement
21-31 No School Winter Break															

# 2026 School/ESU Board Election Information

## January 5, 2026

- First day a person may file for office to have their name placed on the ballot as a candidate at the 2026 election. (§32-606)

## January 5, 2026

- Last day for political subdivisions [the school board] to notify the Secretary of State, County Clerks, or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

## February 17, 2026

- Last day for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)

## March 2, 2026

- Last day for non-incumbents (new filers) to file for office on primary election. (§32- 606)

## May 12, 2026

Statewide Primary Election (§32-401)

## June 15, 2026

- ESUs holding elections in conjunction with the statewide general election must notify the Secretary of State, County Clerks, or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

## July 15, 2026

- Last day for incumbents (any current office holder) not on the Primary Ballot to file. (§32-606) Educational Service Unit Board Members.

## August 3, 2026

- Last day for non-incumbents (new filers) to file for office. (§32-606) Educational Service Unit Board Members.

## October 23, 2026

- Last day for write-in candidate to file notarized affidavit and filing fee with the filing officer. (§32-615)

## November 3, 2026

Statewide General Election (§32-403)

PREPAYMENT AGREEMENT  
FOR SHADOW CREEK (NORTH) ADDITION TRANSFER AND BOUNDARY CHANGE

This Prepayment Agreement (“Agreement”) is entered into on this February \_\_, 2026 (“Effective Date”) by and between Sarpy County School District 77-0046, a/k/a Springfield Platteview Community Schools, a political subdivision under the laws and statutes of the State of Nebraska (“School”), and jointly Richland Homes, LLC, and B.H.I. Investment Company (collectively “Owner”).

RECITALS

- A. The Owner is the legal and record owner or is in the process of acquiring ownership of the real property legally described in Exhibit “A” (“Property”). The Property consists of approximately 75.035 acres, more or less.
- B. The Property is currently attached to, a part of and exists within the boundaries of the School.
- C. The Owner has requested that the Property be detached from and transferred out of the School’s boundaries and attached to and transferred into the boundaries of Sarpy County School District 77-0027, a/k/a Papillion LaVista Community Schools (“PLCS”).
- D. Pursuant to an interlocal agreement effective January 1, 2026, by and between the School and PLCS, the School and PLCS have agreed to allow the Property to be detached from and transferred out of the School’s boundaries and attached and transferred into the boundaries of PLCS through a reorganization plan and boundary transfer process as provided under Nebraska law. The above-described interlocal agreement and a draft of the proposed reorganization plan are incorporated into and made a part of this Agreement as if fully set forth herein.
- E. Also pursuant to said interlocal agreement, PLCS has agreed to pay to the School for agreeing to allow the property transfer the amount of \$ 2,687.83 per acre (adjusted 3% each year after 2026) for each acre of the Property that is detached from and transferred out of the School’s boundaries and attached to and transferred into the boundaries PLCS.
- F. As an accommodation to PLCS and the School, the Owner has agreed to make such transfer payment to the School now on behalf of PLCS.

AGREEMENT

In consideration of the foregoing recitals, the covenants contained herein, and other and good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Prior to the School’s Board of Education approval of this Agreement, the Owner shall pay to the School in cash or certified funds the amount of TWO HUNDRED ONE THOUSAND, SIX HUNDRED EIGHTY-ONE AND 32/100THS DOLLARS (\$201,681.32) (“Transfer Payment”). Upon approval of the reorganization plan by both the School and PLCS and receipt of the above payment, the School shall file the reorganization plan and proceed with the transfer process.

2. If by August 1, 2026, the County Clerk of Sarpy County, Nebraska, has not executed and filed the appropriate Order for the transfer of the Property or the Property has not otherwise been legally detached from and transferred out of the School's boundaries and attached to and transferred into the boundaries of PLCS, the Owner shall be entitled to receive a refund of the Transfer Payment. Upon such circumstance and written request by the Owner, the School shall pay back the Transfer Payment amount to Owner by the later of (i) September 1, 2026, or (ii) the date the School receives the Owner's written request.

3. This Agreement reflects the entire understanding of the parties with respect to the matters addressed herein. This Agreement shall be governed by and construed in accordance with Nebraska law.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed by their duly authorized representatives, all as of the Effective Date written above.

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

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

STATE OF NEBRASKA     )  
  ) ss.  
COUNTY OF SARPY     )

The foregoing instrument was acknowledged before me this \_\_\_\_\_ by \_\_\_\_\_ of Sarpy County School District 77-0046, also known as Springfield Platteview Community Schools.

\_\_\_\_\_  
Notary Public

RICHLAND HOMES, LLC,  
OWNER

B.H.I. INVESTMENT COMPANY,  
OWNER

By: *Gerald Torczon*  
Name: Gerald Torczon  
Title: Member  
Date: January 12, 2026

By: *Gerald Torczon*  
Name: Gerald Torczon  
Title: President  
Date: January 12, 2026

STATE OF NEBRASKA    )  
  ) ss.  
COUNTY OF SARPY    )

The foregoing instrument was acknowledged before me this 12<sup>th</sup> day of January 2026 by Gerald Torczon, member on behalf of Richland Homes, LLC, LLC, a Nebraska limited liability company.



*Patrick J. Sullivan*  
Notary Public

STATE OF NEBRASKA    )  
  ) ss.  
COUNTY OF SARPY    )

The foregoing instrument was acknowledged before me this 12<sup>th</sup> day of January 2026 by Gerald Torczon, President on behalf of B.H.I. Investment Company, a Nebraska corporation.



*Patrick J. Sullivan*  
Notary Public

Exhibit "A"  
Diagram of Property

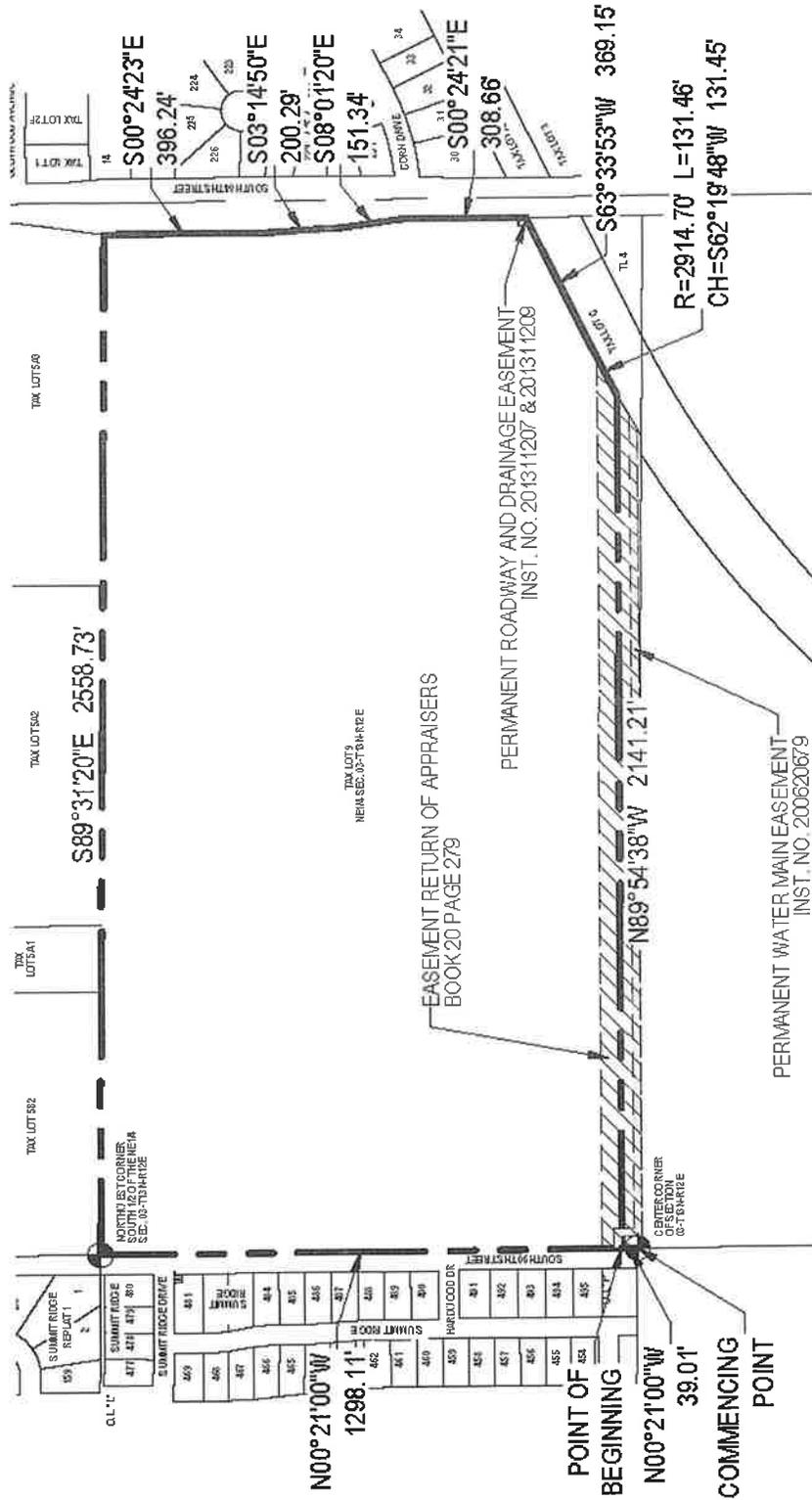


Exhibit "A"  
Legal Description of Property

A TRACT OF LAND BEING PART OF TAX LOT 9, LOCATED IN THE SE1/4 OF THE NE1/4, AND ALSO THE SW1/4 OF THE NE1/4, ALL LOCATED IN SECTION 3, TOWNSHIP 13 NORTH, RANGE 12 EAST OF THE 6TH P.M., SARPY COUNTY, NEBRASKA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE CENTER OF SAID SECTION 3, SAID POINT ALSO BEING THE SOUTHWEST CORNER OF SAID TAX LOT 9, AND ALSO THE NORTHWEST CORNER OF TAX LOT 2, A TAX LOT LOCATED IN SAID SECTION 3, AND ALSO BEING ON THE EASTERLY RIGHT-OF-WAY LINE OF SOUTH 90TH STREET; THENCE N00°21'00"W (ASSUMED BEARING) ALONG THE WEST LINE OF SAID NE1/4 OF SECTION 3, SAID LINE ALSO BEING THE WEST LINE OF SAID TAX LOT 9, AND ALSO SAID EASTERLY RIGHT-OF-WAY LINE OF SOUTH 90TH STREET, A DISTANCE OF 39.01 FEET TO THE POINT OF BEGINNING; THENCE CONTINUING N00°21'00"W ALONG SAID WEST LINE OF THE NE1/4 OF SECTION 3, SAID LINE ALSO BEING THE WEST LINE OF SAID TAX LOT 9, AND ALSO SAID EASTERLY RIGHT-OF-WAY LINE OF SOUTH 90TH STREET, A DISTANCE OF 1298.11 FEET TO THE NORTHWEST CORNER OF THE SOUTH 1/2 OF SAID NE1/4, SECTION 3, SAID POINT ALSO BEING THE NORTHWEST CORNER OF SAID TAX LOT 9, AND ALSO THE SOUTHWEST CORNER OF TAX LOT 5B2, A TAX LOT LOCATED IN SAID SECTION 3; THENCE S89°31'20"E ALONG THE NORTH LINE OF SAID SOUTH 1/2 OF THE NE1/4, SAID LINE ALSO BEING THE NORTH LINE OF SAID TAX LOT 9, AND ALSO THE SOUTH LINE OF SAID TAX LOT 5B2, AND ALSO THE SOUTH LINE OF TAX LOTS, 5A1, 5A2 & 5A3, TAX LOTS LOCATED IN SAID SECTION 3, A DISTANCE OF 2558.73 FEET TO THE NORTHEAST CORNER OF SAID TAX LOT 9, SAID POINT ALSO BEING THE SOUTHEAST CORNER OF SAID TAX LOT 5A3, AND ALSO BEING ON THE WESTERLY RIGHT-OF-WAY LINE OF SOUTH 84TH STREET; THENCE SOUTHERLY ALONG THE EASTERLY LINE OF SAID TAX LOT 9, SAID LINE ALSO BEING SAID WESTERLY RIGHT-OF-WAY LINE OF SOUTH 84TH STREET ON THE FOLLOWING FOUR (4) DESCRIBED COURSES: (1) S00°24'23"E, A DISTANCE OF 396.24 FEET; (2) THENCE S03°14'50"E, A DISTANCE OF 200.29 FEET; (3) THENCE S08°01'20"E, A DISTANCE OF 151.34 FEET; (4) THENCE S00°24'21"E, A DISTANCE OF 308.66 FEET TO THE SOUTHEAST CORNER OF SAID TAX LOT 9, SAID POINT ALSO BEING ON NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, SAID LINE ALSO BEING THE NORTHERLY LINE OF TAX LOT C, A TAX LOT LOCATED IN SAID SECTION 3; THENCE SOUTHWESTERLY ALONG THE SOUTHERLY LINE OF SAID TAX LOT 9, SAID LINE ALSO BEING SAID NORTHERLY RIGHT-OF-WAY LINE OF THE ABANDONED ROCK ISLAND RAILROAD, SAID LINE ALSO BEING SAID NORTHERLY LINE OF TAX LOT C ON THE FOLLOWING TWO (2) DESCRIBED COURSES: (1) S63°33'53"W, A DISTANCE OF 369.15 FEET; (2) THENCE SOUTHWESTERLY ON A CURVE TO THE LEFT WITH A RADIUS OF 2914.70 FEET, A DISTANCE OF 131.46 FEET, SAID CURVE HAVING A LONG CHORD WHICH BEARS S62°19'48"W, A DISTANCE OF 131.45 FEET; THENCE N89°54'38"W, A DISTANCE OF 2141.21 FEET TO THE POINT OF BEGINNING.

SAID TRACT OF LAND CONTAINS AN AREA OF 3,268,515 SQUARE FEET OR 75.035 ACRES, MORE OR LESS

# DISTRICT NURSE CONTRACT

THIS CONTRACT made by and between the Springfield Platteview Community Schools, in the County of Sarpy, in the State of Nebraska, hereinafter referred to as the District and **Elizabeth Vossler** a legally qualified teacher, hereinafter referred to as Nurse.

WITNESSETH: That the Board of Education of the District (Board) hereby agrees to employ the Nurse above named in the schools of the District for one year, which shall begin on or about July 1, 2026, and end on June 30, 2027, and shall consist of at least 194 contract days and that the Nurse hereby agrees to accept such employment at a rate of **\$57,000.00/year** and under the following conditions.

FIRST: The first payment shall be made on the 20<sup>th</sup> day of July, 2026, and the remaining payments shall be made on the 20<sup>th</sup> day of each month thereafter.

SECOND: The Nurse hereby agrees to be governed by the policies of the Board and the rules, regulations, and directives of the Administration and that the duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District (Superintendent) with the approval of the Board; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Nurse to the best of his/her professional ability.

THIRD: In addition to the nursing duties set forth herein, the Nurse may be assigned such "extra duty" assignments which shall be upon such terms and conditions and at such additional stated rate of compensation as established by the Superintendent.

FOURTH: The Board may cancel, amend, or terminate (if tenured) this contract for cause during its term for any of the following reasons: (a) cancellation, termination, revocation or suspension of the Nurse's certificate by the State Board of Education; (b) a breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; (i) immorality; and (j) any conduct that interferes substantially with the Nurse's continued performance of duties. Cancellation, nonrenewal, termination, or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

FIFTH: That upon termination of this contract for cause, or upon the release of the Nurse from this contract, the compensation paid or to be paid hereunder shall be the days actually worked at the Nurse's per diem rate.

SIXTH: There shall be no penalty for release or resignation by the Nurse from this contract; provided no resignation shall become effective until the end of the then-current contract term unless accepted by the Board and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulation governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Nurse hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this contract. The Nurse further affirms that at the beginning of the term of this contract he/she holds or will hold a valid Nebraska Special Services Certificate. It is understood and agreed that this contract is not valid until the Certificate, as herein listed, is registered in the office of the Superintendent and that the Nurse shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this contract shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and Nurse or a duly recognized collective bargaining agent for said Nurse, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Nurse's failure to return a signed copy of the contract or a renewal agreement for subsequent contract years to the Superintendent on or before the date specified in writing pursuant to section 79-829, shall constitute a rejection of this offer of employment and may subject the Nurse to termination or nonrenewal of contract.

ELEVENTH: Other Contract Terms:

\* **Benefits as listed on Classified Rate Schedule**

Executed January 23rd, 2026.

  
\_\_\_\_\_  
District Nurse

Springfield Platteview Community Schools, County of Sarpy.

By \_\_\_\_\_  
President, Board of Education

Attest: \_\_\_\_\_  
Secretary, Board of Education

Date \_\_\_\_\_

Date \_\_\_\_\_



**Future Planning  
January 2026**

2/9/26	TBD Committee Meeting 6:00 p.m. Finance Committee Meeting 6:30 p.m. Regular Board Meeting 7:00 p.m.
2/11-2/12	Early Dismissal - Parent Teacher Conferences
2/13 & 2/16	No School - Comp Day & President's Day
2/20/26	Foundation Work Session 7:30 a.m.
2/23/26	Policy Committee Meeting 6:30 p.m. Work Session Meeting 7:00 p.m.
3/9/26	TBD Committee Meeting 6:00 p.m. Finance Committee Meeting 6:30 p.m. Regular Board Meeting 7:00 p.m.
3/13/26	Foundation Board Meeting 7:30 a.m.
3/16-3/20	No School - Spring Break
3/23/26	Policy Committee Meeting 6:30 p.m. Work Session Meeting 7:00 p.m.
4/9-4/12	NSBA Conference San Antonio

