

Board of Education Regular Meeting

Thursday, May 13, 2021 7:00 PM

FCS Room, Silver Lake Secondary School
9405 S Lincoln Avenue
Roseland, NE 68973-0008

1. Call to Order

President Lutkemeier called the meeting to order at 7 pm. The meeting was advertised in the May 6th, 2021 publication of the Blue Hill Leader. "The Open Meetings Act" poster was displayed in the meeting room.

2. Pledge of Allegiance

3. Roll Call

4. Consent Agenda

4.1. Minutes

To approve the minutes of the April 14, 2021 regular board meeting passed with a motion by Brian Karr and a second by Brant Karr.

Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

4.2. Bills/Transfers/Treasurer's Report

To approve payment of \$19,039.89 to Timm's Service passed with a motion by Alan Bonifas and a second by Shaun Fisher.

Dennis Timm: Abstain (With Conflict), Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea

To approve payment of \$111,284.30 and to accept the Treasurer's Report as presented passed with a motion by Daren Niemeyer and a second by Todd Bartels.

Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

4.3. Acceptance/Emergency Modifications of the Agenda

4.4. Excuse Absent Board Members

N/A

5. Public Comment

Guests in attendance were Keith Pavelka, Jolene Heuertz, Eric Parr and Jennifer Karr. Mrs. Heuertz thanked board members for allowing students to have the AR (Accelerated Reader) trip and the MAPS testing reward trip.

6. Old Business

7. New Business

7.1. Policy 4149 - Early Retirement Policy Update

Mr. Bauer introduced an amendment to the Early Retirement policy for board members to consider. Board members came to a consensus after some discussion. The second reading and adoption is set for next month's board meeting.

First Reading

I feel it is in the districts best interest to amend our Early Retirement policy with the following changes.

B. Enrollment Requirements

1. Resignation: Certificated employee participants in the program who will be fifty five 55 years of age on or before September 1 of the year in which the Early Incentive Retirement Program or on the first year that said employee is eligible for benefits provided by Neb. Re. Stat. 79-931 and 79-934 shall have 45 days in which they may resign their teaching positions with the School District effective at the close of the preceding school year in consideration for the benefits outlined in paragraph C.

2. An employee's application for early retirement is in itself not a resignation from employment with the School District. However the Board's approval of an employee's application for early retirement will be considered the approval of the employee's voluntary resignation. Should the Board not approve an employee's application, the employee's contract will continue in effect and the employee will remain an employee of the School District unless he or she otherwise resigns or the employee's contract is terminated for just cause.

3. Notice of Plan: at the November regular Board of Education meeting (Previously December) the Board shall determine if a window of opportunity for early retirement will be offered to eligible certificated employees for the following school year. Within ten 10 working days after the November Board meeting (Previously December) the Superintendent shall inform the teachers who are eligible for early retirement, of the School Boards decision to provide a window of opportunity for early retirement.

4. Eligibility: By December 1 (Previously February 1) of each year the Superintendent will provide all certificated teachers a list indicating which employees are eligible for the Early Retirement Incentive Program. Certificated employees will have 45 days to inform the superintendent in writing of their intentions on the option for Early Retirement.

5. Application: Any certificated employee who will attain the minimum eligibility requirement set forth in paragraph A shall be eligible to participate in the Early Incentive Retirement Program. Application for participation in this program must be made in writing on the appropriate form provided by the School District within 45 days of receipt of their application form prior to the school year in which the certificated employee wished to take early retirement. Application may not be withdrawn after the 7 day waiver.

7.2. Change in Teacher Contract Due Date

Mr. Bauer stated that with the teacher shortages across the state it is in the best interest of the district to change our contract due date from April 15th to an earlier date. Nebraska Statutory requirement states that it not be before March 15th.

7.3. Classified Wages

Board members discussed setting classified wages for the 2021-22 school year. Recommendations were made to the initial proposal and are reflected in the motion. A consensus was reached to make \$12/hr a starting wage. Board members also discussed changes for head custodians (i.e. facility site and use of school vehicles). They also stated an interest for a random timecard audit.

Approve the wages as listed with discussed changes made to Tracie D \$13, Gail S \$20, Krissy S \$13, and Tori K \$17.50 passed with a motion by Todd Bartels and a second by Leon Lutkemeier. Brian Karr: Abstain (With Conflict), Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

7.4. Bus Pay

Bus pay proposal for 2021–22 reflects the usual incremental increase by route, shuttle and trip. To approve the 2021-22 bus pay proposal as presented passed with a motion by Brant Karr and a second by Daren Niemeyer.

Allen Ehrman: Abstain (With Conflict), Todd Bartels: Yea, Alan Bonifas: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

7.5. Set prices for extra milk and Lunch/Breakfast seconds.

Prices need to be set for extra milk and seconds for meals.

The recommendation is to keep second milks at \$.40 and move Lunch and Breakfast seconds from \$1 to \$1.25.

To keep second milks at .40 and increase Lunch and Breakfast seconds to \$1.25 passed with a motion by Allen Ehrman and a second by Dennis Timm.

Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

7.6. K-12 Music position

Hire Logan Farley as the music teacher on a 3/5th's contract passed with a motion by Daren Niemeyer and a second by Alan Bonifas.

Todd Bartels: Yea, Alan Bonifas: Yea, Allen Ehrman: Yea, Shaun Fisher: Yea, Brant Karr: Yea, Brian Karr: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Dennis Timm: Yea

8. Reports

8.1. Superintendent

Mr. Bauer's report included board members doing exit interviews for teachers and staff leaving the district. Brant Karr and Todd Bartels expressed an interest in being involved with the interviews. The Perry Law Firm will be presenting updates for School Boards on August 18th or 25th at 6 pm which will take place at ESU-9. Also on June 3rd, NASB will be hosting School Leaders and Law Conference in Kearney. Mr. Bauer also reported on an upcoming ESSER III grant and the guidelines included with it. More information will be upcoming.

8.2. Elementary Principal

Mr. Arntt reported Zaner Bloser State grade winner was 5th grader, Justin Sharp. The Nicholas Maxim Special Needs awards went to 4th grader, Kinley Bonifas and 5th grader, Jake Kral. A big "Thank You" to the Beef Boosters for grilling hamburgers for elementary students on Monday, April 19th. The Elementary Spring Concert is set for Tuesday, May 18th. The Elementary Honors Program and the Fun / Field Day will be Friday, May 14th. Honors Program will start at 9:00 am and Field Day will be at 10:30 am. Jump Start has been set for July 26th through August 6th from 8:30 am through 11:30 am. Bussing is provided. Summer help will be Shirley Pedersen at her current hours and Tori Karr at 20 hours / week. Report cards will be sent home Wednesday, May 19th. Retirement Open House for Mrs. Hussmann will be on Thursday, May 20th at the elementary from 1:00 to 3:00 pm in the commons area. All school staff and public are welcome.

8.3. Secondary Principal

Mr. Drake reported that NSCAS testing has been completed. Class registration for 2021-22 is underway. Course schedule will be offered at the June board meeting. He is currently working on a few handbook changes. Staff In-service is set for May 20th. Completed events include: Prom, FFA Plant Sales, 7 - 12 concert, TVC track and golf, Honors Program, Graduation and District Track. Upcoming events include: Last day of school is May 19th, District Golf is set for May 17th at Indianhead in Grand Island, State Track is May 19th - 20th at Burke Stadium in Omaha and the San Antonio trip is May 23rd - May 29th. Summer maintenance help includes Charlie, Jeannie and Cheryl. Maintenance projects for this summer are: drainage / concrete work, windows, mats in gym, spotlight replacement in the gym and general maintenance. Updates are: NSAA State Basketball tournaments for 2022 will be held March 7 - 12th for both boys and girls. Student recognition for State Journalism is Luke Swanson for taking 2nd place in Sports Action Photography, Kerigan Karr and Seirra Watts-Hofstetter - 5th place in Broadcast PSA; also State Track Qualifiers are Morgan Dinkler in the 3200 and Tristan Kasson in the 110 and 300 hurdles.

8.4. Administrative

9. Presentation and Recognition of Awards

Please see attached additional Student Recognitions for May.

10. Executive Session

11. Next Meeting

The next regular board meeting is set for 7 pm, Wednesday, June 9th at the Elementary in Bladen.

12. Adjournment

Due to no further business, President Lutkemeier adjourned the meeting at 8:06 pm.