

Board of Education Regular Monthly Meeting

Friday, December 12, 2025 7:30 AM

Board Meeting Room, Silver Lake Elementary
615 North Webster
Bladen, Nebraska 68928

1. Opening the Meeting

President Lutkemeier opened the meeting at 7:30 am. The meeting notice was advertised in the November 27th publication of the Webster County Sun. "The Open Meetings Act" poster was displayed in the meeting room.

1.1. Call to Order

1.2. Pledge of Allegiance

1.3. District Mission Statement

1.4. Nebraska Open Meetings Law

1.5. Publication of the Meeting

1.6. Board Member Roll Call

1.7. Excuse Absent Board Members

To excuse Ryan Sorensen passed with a motion by Alan Bonifas and a second by Daren Niemeyer.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

2. Approval of the Agenda

Approve the agenda as presented passed with a motion by Eric Parr and a second by Brian Karr.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

3. Celebration of Excellence

4. Public Comment

Guests included Jennifer Karr and Adam Sidlo. Public comment was not utilized.

5. Information Items

5.1. Superintendent

Mr. Bauer reported:

2026 Board Elections (Alan, Brian, Eric, Leon). January 5th Candidate filing begins. February 17th is the incumbent filing deadline. Non-incumbent filing deadline is March 2nd. 4-year terms.

Thank you to those who attended the NASB conference in Omaha. Hopefully you walked out of there with some valuable information on the important roles you serve as board members. The breakout sessions I attended were some of the best in all the years I have been there.

NASB Legislative Issues Conference will be held on Sunday, January 25th and Monday, January 26th at the Cornhusker Marriott in Lincoln. Please let me know if you would like to go. I have Daren down as attending.

NRCSA will have their Legislative Forum on Thursday, February 26th in Lincoln at the Cornhusker Marriott. Please let me know if you wish to attend. Rooms are available on the 25th at a discounted rate.

Thank you to all who were able to attend the Holiday Meal. Great meal seemed to be very appreciated by all.

We are keeping close tabs on our general funds available at this point. We will have a decent deposit from the counties coming in January. If possible, I want to avoid pulling our CD, but just a heads up there is a chance due to the timing of our state aid and federal funds and taxes coming in vs. the timing of expenses.

I would like to have the building and grounds crew (Brant, Alan, Eric) meet following the meeting today if possible in Bladen, and ahead of our January hearing/meeting in Roseland.

Audits were handed out this morning. Please call with any questions. We will need to approve them at the January board of education meeting.

Through the end of November currently I have:

Worked 102 of 240 contracted days

Used 2.5 vacation days of 25

Used 1 sick leave days of 30

5.2. Elementary Principal
Mr. Drake reported:

Enrollment: As of December 10th, 2025

PreK-6: 134

PreK: 25

K: 20

1st: 7

2nd: 16

3rd: 14
4th: 13
5th: 23
6th: 16

Completed Events:

November 18th: Silver Lake Elementary Quiz Bowl (Successful start to the year)

December 11th: Christmas Concert

Upcoming Events:

December 19th: AR reading party

December 19th: End of 1st Semester 12:30 dismissal

January 5th: Start of 2nd Semester

Updates:

Turf is in.

Informational:

Curriculum reps from 2 companies will meet with us in February about the math curriculum. Board members were invited to attend.

5.3. Secondary Principal
Mr. Jones reported:

Professional Development / Meetings

November 18th - TVC Executive Committee Meeting

November 19th - Schoolmasters Fall Meeting

December 3rd - NSASSP Meeting

January 19th - Teacher In-Service

JH/HS Academic

December 1st-5th - JH MAPs Testing

December 11th - K-12 Christmas Concert

December 13th - Storm Hockey Night

December 16th-17th - Semester Finals

December 18th - Hearts and Hands Against Hunger

December 19th - Silver Lake Mini Courses

December 19th - End of Q2 / S1

December 24th-28th - NSAA Moratorium
January 5th - School Resumes
January 7th - Alumni Day
January 9th - 1st Semester AR Party
January 14th - ASV AB Testing for Juniors
January 14th - Local Spelling Bee

JH/HS Safety Drills

Fire Drill - TBA
Lockdown Drill - TBA

JH/HS Sports / Activity

Dec. 3rd - One-Act @ Districts (Holdrege)
Dec. 4th - JH GBB vs Red Cloud
Dec. 4th - HS BB vs Red Cloud
Dec. 4th - Parents Night - BB, Cheer, Dance
Dec. 5th - HS BB vs Deshler
Dec. 8th - JH GBB vs Blue Hill
Dec. 9th - HS BB @ Axtell
Dec. 12th - HS BB vs Elba
Dec. 13th - JH GBB @ Kenesaw Tourn.
Dec. 13th - JV/C BBB @ GI Lutheran
Dec. 15th - JH GBB @ L/N
Dec. 15th - JV/C @ HHS
Dec. 16th - HS BB @ Gibbon
Dec. 19th - HS BB @ Kenesaw
Dec. 20th - HS BBB vs Fullerton (Hastings College)
Dec. 30th - HS BB @ BDS
Jan. 6th - HS BB @ Pleasanton
Jan. 8th - JV/C BBB vs Red Cloud
Jan. 9th - HS BB vs Blue Hill
Jan. 10th - HS Speech @ AC Invite
Jan. 10th - JH BBB @ Kenesaw
Jan. 10th - HS BB @ GI Lutheran

Other:

Prom on April 10th
Hiring a night custodian
Option student
Mr. Bauer also invited board members to join students on their Hearts & Hands mission trip to Hastings, which is Thursday, December 18th from 9:15 to 11:00 am.

6. Consent Agenda

Approve the consent agenda items as presented passed with a motion by Brant Karr and a second by Alan Bonifas.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

6.1. Minutes

6.2. Bills/Transfers/Treasurer's Report

6.3. Acceptance/Emergency Modifications of the Agenda

7. Action Items

7.1. Teacher Negotiations

The board negotiations team and the teachers' negotiations team came to an agreement on November 13th, 2025 to increase the base by \$800, and keep insurance the same.

Teachers will be placed at their new levels on the next contract.

Sponsors will start where their experience lands them on the schedule.

Base Salary will be \$41,200.

Negotiated Agreement is attached.

Approve the increase of \$800 on the base and keep the insurance the same passed with a motion by Alan Bonifas and a second by Adam Klein.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

7.2. Superintendent's Contract

Before going into executive session, contract terms were discussed. Board members decided to stay consistent with the contract as it's stated.

Board members came out of closed session at 8:24 am.

To move into executive session to discuss the superintendent's salary at 8:06 am and to protect the reputation of the parties passed with a motion by Alan Bonifas and a second by Daren Niemeyer.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

To approve a salary increase of \$10,000 to make an annual salary of \$143,000 beginning July 1, 2026 thru June 30, 2027 passed with a motion by Daren Niemeyer and a second by Brant Karr.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea

8. Discussion/Information Items

9. Future Agenda Items

The next regular school board meeting will be Jan. 14th, 7 pm in Roseland at the high school. A parent involvement meeting will be scheduled possibly a week before the meeting.

10. Adjournment

To adjourn the meeting at 8:34 am passed with a motion by Eric Parr and a second by Adam Klein.

Alan Bonifas: Yea, Brant Karr: Yea, Brian Karr: Yea, Adam Klein: Yea, Leon Lutkemeier: Yea, Daren Niemeyer: Yea, Eric Parr: Yea, Jocelyn Serna: Yea