

December Regular Board Meeting

Board Conference Room
112 E Popleton
Brady, NE 69123-0068

Monday, December 15, 2025 6:00 PM

Bryan Franzen: Present
Sara Gentry: Present
Tina Golter: Present
Necole Miller: Present
Marge Spencer: Present
Ryan Stearns: Present

Also in attendance was Superintendent Foster, Principal Pavelka, Athletic Director Andy Seamann, and Business Manager Molly Most.

1. Call the Meeting to Order

President Stearns called the meeting to order at 6:00 PM. The Pledge of Allegiance was recited and roll call was taken.

1.1. Approve Excusing Absent Board Members

2. Mission Statement

We, at Brady Public Schools, strive to create a positive culture in which all learners reach their fullest potential as EAGLES!

3. Approval of the agenda as presented or with the following modifications.

To approve the agenda as presented. This motion, made by Marge Spencer and seconded by Necole Miller, Passed.

Bryan Franzen: Yea, Sara Gentry: Yea, Tina Golter: Yea, Necole Miller: Yea, Marge Spencer: Yea, Ryan Stearns: Yea

4. Approval of the minutes from the Regular Board Meeting Held November 10th, 2025.

To approve the minutes from the regular board meeting held November 10th, 2025. This motion, made by Sara Gentry and seconded by Tina Golter, Passed.

Bryan Franzen: Yea, Sara Gentry: Yea, Tina Golter: Yea, Necole Miller: Yea, Marge Spencer: Yea, Ryan Stearns: Yea

5. Financial Report and Approval of Claims for December including Payroll

To approve the claims including payroll for December from the following funds: General Fund: \$425,091.36, Depreciation Fund: \$67,699.00, Bond Fund: \$307,411.25, and Building Fund:

\$49,027.50. This motion, made by Necole Miller and seconded by Sara Gentry, Passed.
Bryan Franzen: Yea, Sara Gentry: Yea, Tina Golter: Yea, Necole Miller: Yea, Marge Spencer:
Yea, Ryan Stearns: Yea

6. Communications

NA

7. Reports

7.1. Grounds Report- T.G.

The district rented a skid steer to move the rubber mulch, for the preschool playground, from the parking lot to the overflow parking lot for better visibility.

7.2. Building Maintenance Report - R.S.

Mrs. Foster gave Ryan's report. Waldingers came to install the inducer motor on the rooftop unit. Currently, waiting on the heat exchanger for the weight room. A new faucet was put in the FCS room east kitchen, and commons boy's bathroom. Charlie's Plumbing switched the valve in the boiler room on the main supply line. The yearly boilers inspection went well. The downtown storage area got completed cleaned out. Wired clocks are starting to need replaced. Lights were replaced in the wood and shop area. A valve was added to kindergarten and 1st grade drinking fountains, so water doesn't spray on the walls. Culligan did their quarterly salt delivery. Over Christmas break the backflow testing will be completed.

7.3. Activities Report - A.S.

Mr. Seamann gave his report. There was no gate to report for November. Coaches needing to renew their CPR/AED training will take place on January 5th. December 20th, Jazmat Enterprises will be refinishing the new gym floor. The gym will be closed through the end of the moratorium. Mr. Seamann recognized the following individuals: MNAC All-Conference for VB: Payton Stienike & Kenlee Fattig both earned 1st team all-conference. And the following football players earned D2-9 All-District recognition: Cinch Sanger, Canin Golter, and Payton Miller earned All-District. Robbie McConville, Andrew Karchner, Cleland Robison and Brody Telitz earned All-District Honorable Mention.

7.4. Principal's Report

Mrs. Pavelka gave her report. The school had another successful monthly fire drill. A cohort of teachers are actively observing instructional practices in the classrooms across the region to strengthen support for diverse learners. Mrs. Pavelka thoroughly enjoyed attending the State Principal's Conference. All elementary reading teachers completed SoR Training #3.

7.5. Superintendent's Report

Mrs. Foster gave her report. Mrs. Foster continues to do her monthly Board Highlight for community and attending the monthly Village board meeting. The district mailed out the December newsletter on December 4th. NPERS sent out a retirement update to change the contribution rate on July 1st, 2026. Employee contribution rate will be 7.25% and Employer contribution rate will be 7.3225%. Mrs. Foster has completed the first of two evaluations on Mrs. Pavelka. Mrs. Foster shared an update on School Finance Commission Meeting. Following the incident from November 13th, Bus #15 will no longer be in service. Retraining has been

provided to our bus drivers on the current protocols. Mrs. Foster shared the guidelines for the benefit of decorating a senior parking spot. Mrs. Foster also shared a middle year update on her contract days.

Mrs. Foster shared the transportation report. Jake Bourge continues to do 80 day inspections, oil changes, and detailing of fleet vehicles. We greatly appreciate him stepping up to assist us! There were two vehicles that did not pass 80 day inspection in October and admin were not made aware until the end of November. The white van is currently out of service and should be considered for surplus at the January meeting. The old suburban brakes had repairs completed at Gator Roads. The 80 day inspections and full services will be completed on buses at the beginning of January. A new spreadsheet has been created to keep track of all inspections, mileage, and maintenance. Dan Jensen has been hired as the new Coordinator of Transportation. He will start three days a week from January to March and then full time moving forward. Mrs. Foster shared a responsibility breakdown since November 13th. Jake Bourge stepped up in completing oil changes, 80 day fleet inspection, and fueling/detailing fleet vehicles. Molly Most stepped up in coordinating routes and activities, along with doing North Platte Route. Mrs. Foster has stepped up in reviewing all pre/post trip inspection forms, coordinating with Jake on vehicle needs, mileage tracking, and subbing as a route driver.

Some upcoming items that will take place in January are: Superintendent Evaluation, Superintendent Goal Setting, Superintendent Contract, 26-27 Negotiated Agreement and Winter Board Retreat.

7.6. Special Recognition

Congratulations to Brady Public Schools for obtaining a \$75,000 grant from the Donald Dillon Foundation for the Brady Learning Center!

7.7. Committee Reports

7.7.1. FFA Student Report

Reanna gave the FFA report. FFA members attended LDE. Reanna shared all who received ribbons!

7.7.2. Student Member of the Board

Alexis gave her report. Alexis shared the upcoming events. Basketball- Girls only December 16th 5:00 pm at Home (JV will play two quarters) December 18th at 5:00 pm at Maywood Girls and Boys (JVG will play 2 qtrs and JVB will play 1 qtr) Wrestling- December 16th at 11:00 am V boys wrestling at Axtell December 18th 6:00 pm V boys wrestling triangular at Sutherland December 20th at 9:30 am V girls and boys wrestling at Cambridge. Mrs. Foster and Molly Most were the mystery breakfast chefs on Friday, December 12th. They served homemade pancakes with sausage and fruit. Congrats to Colter Sanger for placing fourth at the Sargent wrestling meet and the Lady Eagle Basketball win against Paxton on Friday and their win against Twin Loup on Saturday as well. Alexis also reported a JAG update. JAG will host the upcoming blood drive on Thursday January 15th, 2026 from noon to 6pm. This will occur in the old gym.

7.7.3. Finance Committee

General Fund is under budget by 5.94% and lunch fund is over budget by .94%.

7.7.4. Policy Committee

The policy committee met on December 3rd and reviewed policy series 3000 from 3001-3025.

7.7.5. Brady Learning Center Update

Ryan Stearns gave an update on the Learning Center. Carpet is 90% complete. There are some painting touch ups that need completed and the glass for windows will get installed this week.

7.8. Legislative Update

The session will begin in January. We will be on the watch for more Christmas tree bills.

7.9. School Board Workshops, Conference Reports, and additional Information

The upcoming workshops for 2026 were presented to the board. Mrs. Foster asked the board if anyone wanted to present about State School Board Conference. Necole Miller enjoyed listening about the new cell phone policy and how schools are handling it. Kids spoke up during the session and said they were for it and enjoy it. It makes the students talk in the halls and cafeteria. In another session, Marge Spencer liked the concept of having a handbook for board members. In another session, Sara Gentry was intrigued with how in-depth inspections are for school transportation.

8. Discussion Items

8.1. Review of Policies 3001 - 3025

The policy committee did a review of the following policies: Policy 3001: Budget and Property Request, Policy 3002: Deposits, Policy 3003: Bidding for Construction, Policy 3003.1 Bidding for Construction with Federal Funds, Policy 3004: General Purchasing, Policy 3004.1: Fiscal Management, Policy 3005: School Activities Fund, Policy 3007: Review of Bills, Policy 3008: Gifts, Grants, and Bequests, Policy 3009: Audit, Policy 3010: Insurance, Policy 3011: Transportation, Policy 3012: School Meal Program, Policy 3013: Emergency Closings, Policy 3014: Use of School Property, Policy 3016: Smoking/Nicotine Products, Policy 3017: Official Communication with the Public, Policy 3018: Denying Access to School Premises, Policy 3019: Sale or Disposal of Property, Policy 3020: Copyright Compliance, Policy 3021: Operation of School Business Office, Policy 3023: Record Management Discussion, Policy 3024: Booster Clubs, and Policy 3025: Returned Checks

8.2. Review of Policy 3015

Currently, the policy says, "In keeping with good community relations, student school activities, games, and practices will not be scheduled on Wednesday night beyond 6:30 p.m. with the exception of NSAA scheduled events. It shall be the responsibility of the principal to oversee the scheduling of school activities for compliance with this policy. There shall be no activities, games, or practices scheduled on Sundays. Exceptions: When an athletic team is required to play in a tournament on Monday, practices may be held, but must not start prior to 2:00 p.m. Junior High teams may not practice on Sundays or during school holidays." Currently, the district is not being compliant with this policy, and it needs to be updated to make sure everyone is on the same page and enforces the policy.

Sara Gentry asked Mr. Seamann what he recommends for this policy to say. Mr. Seamann recommends erasing the 2:00 PM on Sunday, so practice can be before church services at

6:00AM. Boys tend to like to practice in the morning so then it is done and out of the way. Mr. Seamann recommends to write in a time frame from 9:00-1:00AM to accommodate church services. Practice on Sunday does rarely happen unless it is districts or state that following Monday. The wording is for athletics but should say all school activities because some District Speech meets fall on Monday's. Mr. Seamann also recommends removing the tournament word, because not every activity is considered a tournament. On Wednesdays, activities need to accommodate more morning practices and share the after-school time for practice, so everything is done by 6:30 PM.

Mrs. Foster also made a comment that a lot of our students are in every activity and are busy every day of the week. Sundays are a day for rest and to breathe. Mrs. Foster recommends to not have any Sunday practices. The board had a great discussion and will let the policy committee work on it to come up with the best wording for our district.

8.3. 2025 AQUESTT Report

Mrs. Pavelka presented on the AQUESTT report. The ratings are for the 2024-2025 school year. NDE classifies school districts by Excellent, Great, Good, and Needs Improvement. The ratings reflect on our student testing along with attendance and behaviors. The state will be changing this model next year on how to rate districts. Our ratings were: Elementary: Good, Middle School: Excellent, High School: Good, and our District Overall: Good.

8.4. Set Date for Winter Board Retreat

Mrs. Foster would like to propose the senior citizen lunch be moved from January to February 18th, so our seniors are able to walk through the completed Learning Center. Originally, we were going to do the board retreat after the senior lunch, but since we are moving the senior lunch, the district needs a different date for the board retreat. The board decided on January 18th or January 25th depending on Marcia's availability from NASB.

8.5. 2nd Student Member of the Board

This was tabled from last meeting. It was decided to have student council members rotate instead of a second member of the board. It would be great to bring a different grade in each month.

8.6. Discussion of Learning Center Advisory Committee

The Village of Brady and Brady Board of Education recommends establishing a Brady Learning Center Advisory Committee to include: 1 Village Board Member, 1 Brady Board of Education Member, 1 Brady School Foundation Member, 2 Community Members, 1 Member At Large (School Superintendent). Tina was elective to be the committee member for the Brady School Board.

9. Public Comments

James McGown from ESU 16

10. Action Items

10.1. Set Date for Winter Board Retreat

To approve January 18th with the secondary January 25th. This motion, made by Bryan Franzen

and seconded by Tina Golter, Passed.

Bryan Franzen: Yea, Sara Gentry: Yea, Tina Golter: Yea, Necole Miller: Yea, Marge Spencer: Yea, Ryan Stearns: Yea

10.2. Appoint one board member to the Learning Center Advisory Committee

To appoint Tina as the board member to the Learning Center Advisory Committee. This motion, made by Sara Gentry and seconded by Necole Miller, Passed.

Tina Golter: Abstain (With Conflict), Bryan Franzen: Yea, Sara Gentry: Yea, Necole Miller: Yea, Marge Spencer: Yea, Ryan Stearns: Yea

11. Adjournment

To adjourn the meeting at 6:57 AM. This motion, made by Bryan Franzen and seconded by Tina Golter, Passed.

Bryan Franzen: Yea, Sara Gentry: Yea, Tina Golter: Yea, Necole Miller: Yea, Marge Spencer: Yea, Ryan Stearns: Yea

12. General Fund Register

General

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
4643	11/14/2025	Flatwater Bank	23.20
7960	11/11/2025	Brady Get 'N Go	3,821.24
7961	11/12/2025	Samuel Winter	20.00
7962	11/17/2025	Platte Valley Electric	1,496.42
7963	11/17/2025	Valley Promo	194.00
7964	11/25/2025	Levi Peterson	50.00
7985	12/15/2025	Act Finance	233.70
7986	12/15/2025	AllTeam Sportswear	1,949.00
7987	12/15/2025	Al's Lock & Safe	16.94
7988	12/15/2025	Amazon Capital Services	708.95
7989	12/15/2025	Katie Bergen	417.55
7990	12/15/2025	Black Hills Energy	2,111.03
7991	12/15/2025	Brady Get 'N Go	2,490.52
7992	12/15/2025	Brady School Hot Lunch	1,000.00
7993	12/15/2025	Maggie Burke	19.60
7994	12/15/2025	Business Telecommunication Systems	717.25
7995	12/15/2025	Capital Business Systems Inc	1,275.77
7996	12/15/2025	Capital Business Systems, Inc - Wyoming	11.47
7997	12/15/2025	Cash-Wa Distributing	339.80
7998	12/15/2025	Chris Blecha	371.31
7999	12/15/2025	Clearly	540.19
8000	12/15/2025	Computer Hardware	494.00
8001	12/15/2025	Consolidated Telecom, Inc.	117.28
8002	12/15/2025	Culligan of Cozad	104.59
8003	12/15/2025	Dawson County Public Power District	4,099.55
8004	12/15/2025	Educational Service Unit #16	25,503.20
8005	12/15/2025	First National Bank	3,749.03
8006	12/15/2025	Fresh Seasons Market	22.81
8007	12/15/2025	Gothenburg Tire & Service	816.52
8008	12/15/2025	Heartland Sprinkler Systems	203.70
8009	12/15/2025	Hilton Omaha	1,517.73
8010	12/15/2025	J. W. Pepper	50.00
8011	12/15/2025	KSB School Law	73.50
8012	12/15/2025	KSO CPAs	26,900.00

8013	12/15/2025	Matheson Tri-Gas Inc	372.05
8014	12/15/2025	McGraw Hill	7,676.57
8015	12/15/2025	Menards	280.71
8016	12/15/2025	Mid-American Research Chemical	2,855.45
8017	12/15/2025	NASB	2,924.00
8018	12/15/2025	Nebraska Labor Law Poster Service	109.50
8019	12/15/2025	Nebraska Safety Cntr	320.00
8020	12/15/2025	Nebraska State Fire Marshal Agency	72.00
8021	12/15/2025	North Platte Middle School	80.00
8022	12/15/2025	Omaha Marriott Downtown Capital District	682.00
8023	12/15/2025	Otis Elevator Company	207.55
8024	12/15/2025	Samantha Pavelka	284.20
8025	12/15/2025	Planbook Inc	75.00
8026	12/15/2025	QuaverEd, INC	2,100.00
8027	12/15/2025	Red Arrow Truck Wash LLC	50.00
8028	12/15/2025	Reliable Pest Control Service	71.00
8029	12/15/2025	Rochester Midland	1,704.56
8030	12/15/2025	S & S Auto Parts, Inc.	473.82
8031	12/15/2025	Schaben Sanitation	340.75
8032	12/15/2025	Soter Technologies, LLC	800.00
8033	12/15/2025	Super Suds Car Wash	27.90
8034	12/15/2025	Syndicate Publishing	267.18
8035	12/15/2025	Sysco Lincoln	232.90
8036	12/15/2025	Valley Promo	194.00
8037	12/15/2025	Village Of Brady	1,006.00
8038	12/15/2025	The Waldinger Corporation	3,774.48
8039	12/15/2025	Weathercraft Co	700.00
8040	12/15/2025	Yandas Music & Pro Audio	258.88
		TOTAL:	\$ 109,400.35

Ryan Stearns President, Board of Education

Marge Spencer Secretary, Board of Education

The time and date of the Brady Public School's regular meeting was advertised in the Gothenburg Leader and posted at the Brady Get-N-Go, Post Office, and Flatwater Bank. The next regular meeting will be January 12th, 2026 at 6:00 PM.