

## April Regular Board Meeting

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

Monday, April 13, 2026 6:00 PM

Bryan Franzen: Present

Sara Gentry: Present

Tina Golter: Present

Necole Miller: Absent

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

To approve to excuse absent board member Necole Miller. This motion, made by Sara Gentry and seconded by Tina Golter, Passed.

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

### 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 Sara Gentry, Passed.

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

### 4. Approval of the minutes from the Regular Board Meeting Held March 9th, 2026.

To approve the minutes from the Regular Board Meeting Held March 9th, 2026. This motion, made by Tina Golter and seconded by Bryan Franzen, Passed.

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

## 5. Financial Report and Approval of Claims for April including Payroll

To approve payment of claims from the following fund: General Fund: \$400,514.15. This motion, made by Marge Spencer and seconded by Tina Golter, Passed.

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

## 6. Communications

No communications to report this month.

## 7. Reports

### 7.1. Grounds Report- T.G.

Tina has helped train Dan Jensen on getting his CDL Bus License. Tina has also started on more grounds work.

### 7.2. Transportation Report - D.J.

Dan Jensen gave his report. All 80-day inspections have been completed with buses and fleet vehicles. Only error came back on the Old Micro Bus needing a new driveshaft, which has already been fixed. Dan Jensen has passed his CDL Bus License training. It will be nice to have three CDL Bus Drivers now! Dan gave a report on each vehicle.

### 7.3. Building Maintenance Report - R.S.

Dan Jensen gave the report for Ryan. Ryan has cleaned the back hallway by the learning center, replaced ceiling tiles in the kitchen, and hung up two new smartboards, Charlies Plumbing came to fix a leak on a supply tank line to the cooling tower. Engineer controls did updates on the Hvac computer system. Rochester Midland came to check the water loop. A lead test was conducted and samples were sent off last week.

### 7.4. Activities Report - A.S.

Andy Seamann gave his report. There was no revenue for March. New thicker gym floor mats were ordered for graduation and events. Mr. Seamann recognized the Boys and Girls Basketball players who earned MNAC conference honorable mention, the state Speech qualifiers, the state Science Olympiad qualifiers, and the 25-26 Nebraska State College System Multi-Activity Student Awards. The High School Spring Concert is April 14th, the Elementary Spring Concert is April 16th and the Awards Night will be May 7th.

### 7.5. Principal's Report

Mrs. Pavelka gave her report. Currently, still in the process of grading the writing assessments. Also, started working on lessons on the ideal phonics lesson plan. Mrs. Pavelka has been doing 1:1 student interviews, starting with the seniors. Mrs. Pavelka would like to do a district evacuation drill sometime soon since it is nice outside. Mrs. Pavelka went through her professional events and also student events that happened in the last month. Assessment testing is here. MAP Testing, NSCAS Testing, and ACT testing have all occurred. Mrs. Pavelka also presented on the student disciplines that occurred in the past month.

### 7.6. Superintendent's Report

Mrs. Foster gave her report. Mrs. Foster met with the facilities committee on April 7th. Mrs. Foster participated in the discussion of curriculum alignment on April 2nd during in-service day.

Mrs. Foster has also been working with Heather Robbins to strengthen our PBIS system. CD interest total was presented on the past three years. A total of \$102,217.91 was gained from CD's since 2023. Mrs. Foster has applied for the \$1,000 Tony Cook Grant to host an international cooking night at the school, a \$36,000 Perkins Grant to remodel the FCS room, and \$2,000 Nutrition Mini Grant to cover the cost of Wellness Family Night. The first draft of the board handbook has been sent out to the board members. Mrs. Foster is looking for two board members interested on serving on a committee to revise and edit the board handbook.

#### 7.7. Special Recognition

Brady Public Schools has been selected as the 2026 NCE Outstanding Middle School Program recipient! This award recognizes exemplary achievement in career and technical education programs at the middle school level.

#### 7.8. Committee Reports

##### 7.8.1. FFA Student Report

Reanna gave her report. State FFA was March 25-27. They placed 26th in Farm Agribusiness, 91st in Agri science, 27th in Livestock Management and was in the top 5 team for horse evaluation, and placed 34th in Vet Science. Ava Foster got a Bronze in Extemporaneous Speaking. FFA officer interviews will take place on April 14th and the FFA Banquet will be April 30th. Reanna mentioned Mr. Mann had said there were lots of complaints from others about how the BPS students acted and respected everyone at the event.

##### 7.8.2. Student Member of the Board

Carter Franzen gave the STUCO report. The Student Council worked at the gala, serving appetizers and desserts and cleaning up following the dinner. The Council was glad to be able to participate in such an important event for the community and school, and to be able to interact with community members for the evening. For the final academic pep rally of the year, Student Council hopes to collaborate with the administration to create some fun school wide games to foster a sense of belonging and fun before leaving for the summer. These types of activities have been a focus of the council this year to help boost school spirit and student involvement.

##### 7.8.3. Finance Committee

General Fund is under budget by 14.09%. Lunch Fund is under budget by 0.92%. Jorgenson Lawn Service for \$3,515.00 will also get paid this month.

##### 7.8.4. Policy Committee

The policy committee met on 4/8/26 to review the remainder of the 4000 policy series as well as 3 policies from the 6000 series as they pertain to graduation.

##### 7.8.5. Facilities & Transportation Committee

Facilities & Transportation Committee met on April 7, 2026 to discuss reconfiguration of the old library into a new classroom space, a new space for our giving closet, and a student meeting/work space. Two vehicles were also discussed in regard to surplus (Old Suburban and Bus 15).

#### 7.9. Legislative Update

Mrs. Foster gave a brief update on the Legislature.

7.10. School Board Workshops, Conference Reports, and additional Information  
2026 NASB Federal Advocacy Fly-In, NASB Board Candidate Workshops, NASB Member  
Golf Outing. School Law Seminar, ALICAP Summer Workshops

## 8. Discussion Items

### 8.1. ESU 16 Contracts

The current contracts that will renew with ESU 16 are: Title IA (8% of our Federal Title I Funds), Vision (\$95/hour), Special Education (Early Childhood \$27,263, Level I K-12 services \$82,267, and Level III Owls Services \$33,791), and Distance Education for \$23,000. The district pays ESU 16 for the tech support and software to provide distance education to our students.

### 8.2. Audit Proposal

After researching options, it is our recommendation to pursue a contract with AMGL.  
AMGL commits to:

1. We will conduct the audit for Brady Public Schools and assist in preparing the financial statements and related notes in conformity with a modified cash basis of accounting based on information provided by you.
  1. 2025-2026 - \$17,500
  2. 2026-2027 - \$18,700
  3. 2027-2028 - \$19,900
2. Preparation of a single audit in accordance with the schedule of expenditures of federal awards.
  1. 2025-2026 - \$5,000
  2. 2026-2027 - \$5,450
  3. 2027-2028 - \$6,000
3. For our services related to attendance reporting and AFR assistance, we charge an hourly rate of \$200.

### 8.3. CD Renewal

The district has a CD renewal on April 18th. The estimated balance of the CD will be \$236,823.16. Flatwater Bank said they could renew at our current rate of 3.80% for the same term of 13 months.

### 8.4. Staff Resignations

#### **Nathan Stienike - 6th Grade Teacher**

The Board of Education accepts the resignation of Nathan Stienike, 6th grade teacher, with regret. We are grateful for his service, dedication, and the positive impact he has made on our students and school community. We wish Mr. Stienike all the best in his future endeavors.

### 8.5. Staff Hires

The administration would like the approval of hiring Mrs. Rachael Greenwood for 5th grade

teacher. (Mrs. Jamie Messersmith would like to move to 6th grade). Mrs. Greenwood has taught middle school math for the last 12 years in North Platte. She has a strong passion for math and will teach 4th, 5th, and 6th math. We are excited to welcome her to the Eagle Family!

#### 8.6. Classified Pay Raise

Superintendent Foster recommends a 2.3% increase for classified employees and a 4% increase for the Business Manager.

#### 8.7. Bus 15 Surplus Auction

The administration recommends deeming bus 15 as surplus. It currently has significant paint chipping and only runs when you hold the key in the ignition. It is not needed for route or activities. The bus was purchased through the Depreciation Fund for \$77,856 in May 2014. Hoping to use a bigger platform auction site to gain more revenue.

#### 8.8. Old Suburban Surplus Auction

The old suburban has approached 300,000 miles and is no longer passing 80 day inspections. It has received new tires, a new battery, and continues to have issues with check engine light and the draining of the battery. The AC is no longer working and because it does not pass the 80 day inspection, administration recommends to deem it as surplus. Ryan Stearns mentioned in the auction it needs to specify that the purchaser will be required to remove all Brady Public School stickers.

#### 8.9. Review Policies 4025-4064

The Policy Committee met on April 8, 2026 and reviewed the remainder of the 4000 series: 4025 Superintendent, 4027 Part-Tie Certified Employees, 4028 Substitute Teachers, 4029 Salary Schedule, 4030 Evaluation of Certificated Employees, 4031 Evaluation of Probationary Employees, 4032 Professional Growth, 4034 Staff Handbook, 4037 Reduction in Force, 4038 Classified Staff, 4039 Employment of Classified Staff, 4041 Staff Dress and Appearance, 4042 Employee Social Security Numbers, 4043 Professional Boundaries between employees and students, 4044 Political Activity, 4045 Milk Expression, 4046 Internet Searches, 4048 Assessment Administration, 4050 Overtime and Compensatory, 4051 Use of Social Media, 4052 Job References, 4053 Conflict of Interest, 4054 Reporting Child Abuse, 4056 Resignation of Certificated Staff, 4057 Superintendent Evaluation, 4058 Confidentiality in Counseling, 4059 Behavioral and Mental Health Training, 4060 School Vehicle Use, 4061 Workplace or Non-Workplace Injuries, 4062 Locker Room Supervision, 4063 Extra Duty, 4064 Transporting Students in Employee Vehicles

#### 8.10. Review Policies 6005, 6006, 6007

The policy committee reviewed policies 6005, 6006, & 6007 at the April 8th policy committee. Policy 6005 Academic Credits, Policy 6006 Commencement Ceremony, and Policy 6007 Senior Recognition.

#### 8.11. Request for Proposal for Design-Build Project

Brady Public Schools is seeking qualified contractors to submit proposals for a design-build renovation project to transform the existing old library space into a functional and modern educational area. The selected contractor will be responsible for both the design and construction

of the project. The allocated budget for the project is \$25,000 - \$30,000. The proposal document was presented to the board.

#### 8.12. Review changes to Policy 4043 Professional Boundaries and Appropriate Relationships Between Employees and Students

The updated part is in bold. The policy committee reviewed and made changes to Policy 4043. The following paragraph was changed to read:

*School district employees and student teachers or interns ("employees") are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students and must have appropriate relationships with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, Instagram, Facebook, **Snap Chat, TikTok, Only Fans, YouTube and X/Twitter.***

#### 8.13. Darrell L. Johnson Scholarship- review and discuss recipients

There is a total of \$6,000 available for the Darrell Johnson Scholarship. There were five seniors that applied and two alumni that applied. Marge presented that the five seniors would receive \$1,040 each and the two alumni would receive \$400 each. All board members were in agreement.

### 9. Public Comments

NA

### 10. Action Items

#### 10.1. ESU 16 Contracts

To approve the ESU 16 Contracts. This motion, made by Tina Golter and seconded by Sara Gentry, Passed.

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

#### 10.2. Audit Proposal

To approve AMGL as the district auditor. This motion, made by Marge Spencer and seconded by Sara Gentry, Passed.

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

#### 10.3. CD Renewal

To approve to renew the current CD and interest with Flatwater Bank. This motion, made by Bryan Franzen and seconded by Marge Spencer, Passed.

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

#### 10.4. Staff Resignations

To approve the resignation of Nathan Stienike. This motion, made by Tina Golter and seconded by Sara Gentry, Passed.

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

#### 10.5. Staff Hires

To approve the staff hire of Rachael Greenwood. This motion, made by Sara Gentry and seconded by Tina Golter, Passed.

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

#### 10.6. Classified Pay Raise

To approve a 2.3% pay increase for classified staff and 4% pay increase for Business Manager. This motion, made by Marge Spencer and seconded by Bryan Franzen, Passed.

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

#### 10.7. Bus 15 Surplus Auction

To approve Bus 15 as surplus auction. This motion, made by Tina Golter and seconded by Sara Gentry, Passed.

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

#### 10.8. Old Suburban Surplus Auction

To approve Old Suburban as surplus auction. This motion, made by Marge Spencer and seconded by Bryan Franzen, Passed.

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

#### 10.9. Request for Proposal for Design-Build Project

To approve the request for proposal for Design-Build Project. This motion, made by Sara Gentry and seconded by Tina Golter, Passed.

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

#### 10.10. Approve changes to Policy 4043 Professional Boundaries and Appropriate Relationships Between Employees and Students

To approve the changes to Policy 4043 Professional Boundaries and Appropriate Relationships Between Employees and Students. This motion, made by Marge Spencer and seconded by Tina Golter, Passed.

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

#### 10.11. Darrell L. Johnson Scholarship- review and discuss recipients

To approve \$1,040 each for the five senior students and \$400 each for the two alumni students. This motion, made by Marge Spencer and seconded by Sara Gentry, Passed.

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

## 11. Adjournment

To approve to adjourn at 7:02pm. This motion, made by Bryan Franzen and seconded by Tina Golter, Passed.

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

## 12. General Fund

### General Fund

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
4660	03/13/2026	Flatwater Bank	23.20
8230	03/16/2026	Blue Cross Blue Shield Of Ne	176.06
8231	03/16/2026	Colonial Life	6.00
8232	03/17/2026	Consolidated Telecom, Inc.	117.16
8233	03/19/2026	University of Nebraska Lincoln	197.00
8234	03/19/2026	Nebraska FFA Association	60.00
8235	03/19/2026	Nebraska FFA Association	708.00
8236	03/31/2026	North Platte Rec Center	190.00
8237	04/07/2026	Nebraska Schoolmasters Club	350.00
8255	04/13/2026	Ace Hardware	19.98
8256	04/13/2026	Ace Hardware	17.68
8257	04/13/2026	Amazon Capital Services	499.02
8258	04/13/2026	Amplify Education Inc	700.00
8259	04/13/2026	Black Hills Energy	1,979.60
8260	04/13/2026	Bourge Welding & Mechanics LLC	1,488.33
8261	04/13/2026	Brady Get 'N Go	3,061.05
8262	04/13/2026	Brady School Hot Lunch	1,000.00
8263	04/13/2026	Capital Business Systems Inc	1,401.12
8264	04/13/2026	Capital Business Systems, Inc - Wyoming	11.42
8265	04/13/2026	CDW Government	11,480.00
8266	04/13/2026	Charlies's North PLatte Plumbing LLC	258.82
8267	04/13/2026	Clearly	553.71
8268	04/13/2026	Consolidated Telecom, Inc.	117.16
8269	04/13/2026	Culligan of Cozad	193.74
8270	04/13/2026	Dawson County Public Power District	4,618.59
8271	04/13/2026	Educational Service Unit #10	90.00
8272	04/13/2026	Educational Service Unit #16	25,443.57
8273	04/13/2026	First National Bank	11,953.75
8274	04/13/2026	Frontline Technologies Group LLC	8,843.81
8275	04/13/2026	Harco Athletic Reconditioning, Inc	371.00
8276	04/13/2026	Hire Right Solutions Inc.	239.40
8277	04/13/2026	Ideal/Bluffs Facility Solutions	2,153.44
8278	04/13/2026	Inland Truck Parts and Service	1,410.17
8279	04/13/2026	The Instrumentalist Co	49.50
8280	04/13/2026	J. W. Pepper	210.86
8281	04/13/2026	Daniel Jensen	64.00
8282	04/13/2026	Junior Library Guild	1,573.18
8283	04/13/2026	KSB School Law	41.00
8284	04/13/2026	Matheson Tri-Gas Inc	367.50
8285	04/13/2026	Menards	1,121.96
8286	04/13/2026	Mid-American Research Chemical	321.18
8287	04/13/2026	NASB	2,284.20
8288	04/13/2026	NETA Conference Registration	249.00

8289	04/13/2026	Otis Elevator Company	207.55
8290	04/13/2026	Paper Tiger Shredding	48.00
8291	04/13/2026	RAS TEchnology Consultants	385.00
8292	04/13/2026	Red Arrow Truck Wash LLC	50.00
8293	04/13/2026	Reliable Pest Control Service	71.00
8294	04/13/2026	S & S Auto Parts, Inc.	352.86
8295	04/13/2026	Andy Seamann	178.00
8296	04/13/2026	Super Suds Car Wash	9.30
8297	04/13/2026	Syndicate Publishing	1,008.78
8298	04/13/2026	University of Nerbraska at Kearney	270.00
8299	04/13/2026	Village Of Brady	1,006.00
8300	04/13/2026	Yandas Music & Pro Audio	193.22
8301	04/13/2026	YMCA of the Prairie	375.00
		Total	<b>\$ 90,169.87</b>

\_\_\_\_\_  
Ryan Stearns President, Board of Education

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Tina Golter 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 May 11th, 2026 at 6:00 PM.