

## **Board of Education Regular Meeting**

Milford Elementary - North Cafeteria  
1200 west 1st street  
milford, NE 68405

Monday, December 8, 2025 4:00 PM

Sydney Carraher: Absent  
David Dickinson: Absent  
Jessica Dunlap: Present  
Ned Pauley: Present  
Tony Roth: Present  
Dave Welsch: Present  
Sydney Carraher: Present

### 1. Milford Public Schools Board of Education Information

1.1. Meeting was advertised

### 2. Opening Procedures

2.1. Call to Order, Roll Call

2.2. Excuse Absent Board Member(s)

Motion to excuse board member David Dickinson Passed with a motion by Jessica Dunlap and a second by Ned Pauley.

Sydney Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

2.3. **Open Meeting Law** - Information concerning the Open Meeting Law, Chapter 84, Article 14 of Nebraska State Statutes, is posted on the bulletin board in the back of the meeting room

2.4. Additions to Agenda

2.5. Welcome and Introduction of Visitors

Colten Roth

2.6. Community Input

3. Consent Agenda

Motion to approve the Consent Agenda as presented Passed with a motion by Tony Roth and a second by Ned Pauley.

Sydney Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

3.1. Review, Consider, and Take All Necessary Action on the Minutes of Previous Meeting

3.2. Review, Consider, and Take All Necessary Action to Approve Payment of Claims

4. Reports

4.1. Review/Discuss Administrative Reports

Elementary Principal: Mrs. Hartman discussed the band program; Kindergarten and 1st grade music program; K-Kids glove and mitten drive; Latin American Fair; and the Kiwanis Santa Party.

Secondary Principal:

Director of Learning: Mr. Carlson discussed assessments and professional development.

Superintendent: Dr. Kubicek discussed the external visit feedback; the before/after school program; and construction delivery methods and financing options. He pointed out upcoming NASB and NRCSA trainings and future meetings.

4.2. Review/Discuss Student Enrollment Report

4.3. Review/Discuss External Visit Report

4.4. Review/Discuss State Education Conference

4.5. Review/Discuss State Funding for Public Education

5. Board Commentary

Board member Tony Roth asked for an update on girl's wrestling.

6. Unfinished Business

6.1. Review, Consider, and Take All Necessary Action on 2024-25 Independent Audit Report

Motion to approve the 2024-25 audit report. Passed with a motion by Ned Pauley and a second by Jessica Dunlap.

Sydney Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

6.2. Review and discuss facility, HVAC and roofing projects

Dr. Kubicek shared updates on facility, HVAC and roofing projects.

7. New Business

7.1. Review, consider, and take all necessary action on the purchase of English Language Arts materials for grades K-8

Motion to approve the \$199,346 to purchase the English Language Arts materials Passed with a motion by Tony Roth and a second by Sydnie Carraher.

Sydnie Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

7.2. Review, consider, and take all necessary action on flooring installation projects for summer of 2026

Motion to authorize the superintendent to execute a contract with a flooring vendor for the work outlined not too exceed the budgeted amount Passed with a motion by Ned Pauley and a second by Jessica Dunlap.

Sydnie Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

7.3. Approve Early Graduation Request

Motion to approve the early graduation request Passed with a motion by Tony Roth and a second by Jessica Dunlap.

Sydnie Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

7.4. Committee on American Civics Meeting and Public Testimony

President Welsch opened the meeting at 5:23 p.m.

No public input.

No board commentary.

President Welsch closed the meeting at 5:25 p.m.

7.5. Review and discuss the 2026-27 draft school calendar

Dr. Kubicek presented the 2026-27 draft calendar.

7.6. Review, Consider, and Take All Necessary Action on the Superintendent Contract

Motion to approve the contract for Dr. Mitch Kubicek for the 2026-27 and 2027-28 school years Passed with a motion by Ned Pauley and a second by Sydnie Carraher.

Sydnie Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

7.7. Review 2026-2027 staffing FTE

Moved to Executive Session

8. Executive Session

8.1. Executive Session (if requested)

Motion to move to Executive Session to discuss Item 7.7 Review 2026-2027 staffing FTE Passed with a motion by Tony Roth and a second by Jessica Dunlap.  
Sydnie Carraher: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

## 9. Adjourn

President Welsch adjourned the meeting at