

November Regular Board Meeting

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

Monday, November 10, 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 Seamann, and Business Manager Molly Most.

1. Call the Meeting to Order

President Stearns called the meeting to order at 6:03 PM. The Pledge of Allegiance was said in the Americanism Meeting. Roll call was taken.

1.1. Approve Excusing Absent Board Members

NA

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 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

4. Approval of the minutes from the Regular Board Meeting Held October 13th, 2025.

To approve the minutes from the Regular Board Meeting held October 13th, 2025. 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

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

To approve the financial report and approval of claims for November including payroll from the

following funds: General Fund: \$412,070.13 and Depreciation Fund: \$8,000.00. This motion, made by Necole Miller and seconded by Marge Spencer, Passed.

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

6. Communications

ALICAP- invitation to their annual membership meeting

Brady Cross Country Team - Thank You Note

7. Reports

7.1. Grounds Report- T.G.

Tina gave her report. Trash, tumbleweed, leaves pick up throughout the month. Tina is waiting for the brick wash on the Learning Center to plant new trees. Heartland Sprinklers came to winterize the sprinklers. The Preschool Playground should be up this month. A couple of combined companies will put it together. Tina will work on the retaining wall around the tree on the northwest corner of the football field. Tina will also divide mums this spring.

7.2. Transportation Report - D.R.

Ryan Sanger gave the report for Dan Robison. All buses and fleet vehicles have completed their 2nd 80-day inspection. On Bus #09, new clip window parts were ordered to keep the windows up. Vehicle #10 received a new low beam headlamp. Bus #15 had side marker lamps replaced. Vehicle #16 received an oil change and new tires. Bus #18 had a left front marker lamp replaced.

7.3. Building Maintenance Report - R.S.

Ryan Sanger gave the report. Weathercraft came back and finished the roof. Ryan found some stained tiles in the preschool room. Hoping it is just the roof and not a leaky pipe, but will continue to watch. New TV mounts were installed in the DL room so the TV can now rotate and extend from the wall. The old gym scoreboard on the North end was not working and found out it had loose wires. Ryan got the building ready for the Alicap walk through. Double checked all fire extinguishers and made sure boiler room and back hallway was picked up. Waldingers came to complete their quarterly service and replace filters.

7.4. Activities Report - A.S.

Mr. Seamann gave his report. With three home games this past month, the district received \$1,976 in revenue with the officials (minus clock) costing \$1,680. Hudl revenue was \$70.32. Mr. Seamann would like to recognize the girls' cross-country team for earning a 3rd place finish at districts and qualifying for state. Would like to recognize individually Zoe Johnson and Violet Gentry who qualified for State Cross Country. Would also like to recognize the volleyball team for earning a 3rd place finish at the conference tournament. Mr. Seamann attended the district meeting on Monday, November 10th. Currently, the main thing that passed was changing the ineligibility transfer days from 90 to 180 if they option after May 1st. Anything passed at this meeting will need to pass again in February. Mr. Seamann doesn't think it will pass in February, but there is a chance.

7.5. Principal's Report

Mrs. Pavelka gave her report. Teachers participated in a continuation of Writing Revolution Training and developed grade level expectations for writing. MTSS continues to meet regularly to review student data. Family Fun Night was hosted with a focus on literacy. All sophomores completed the PreACT. Mrs. Pavelka is continuing to do formal observations, and one and one meetings with the non certified staff. Mrs. Foster and Mrs. Pavelka met with the student council members to discuss what is going well in the school and what they would like to add/change. The November fire drill was completed and successful. The following are trainings the staff have completed: Inclusive Cohort, Writing Revolution, and Digital Citizenship. The AQUESTT designations are currently being reviewed and will be released to the board by the next meeting.

7.6. Superintendent's Report

Mrs. Foster gave her report. Mrs. Foster posted the monthly board highlight on social media and distributed it to the community. Mrs. Foster also continues to attend the Senior Lunch and Village board meeting. The November newsletter was mailed out November 7th and the Gothenburg Leader did an article on the Fresh Fruit and Veggie Program. The grants we have received this year: Preschool Grant-\$50,000, CTE- \$7,500, Local Food for Schools- \$2,058.79, Fresh Fruit and Veggies- \$5,000, Nutrition Mini Grant- \$2,000 and applied for the Tire mulch grant and D.F. Dillian Grant and haven't received word back yet. Mrs. Foster gave a reminder to the board about the superintendent evaluation timeline. Community engagement and feedback will start with staff survey in November, parent survey in December, board self assessment survey also in December, and the community engagement survey in January. Mrs. Foster will be attending the School Finance Commission meeting on November 18th and attending the State Education Conference November 19-21. The next meeting for the ASCD Executive Board is December 4th.

Ryan mentioned providing eagle apparel to parents that complete the survey as an incentive to complete it.

7.7. Special Recognition

The Board would like to formally recognize principal Mrs. Pavelka who performed life-saving CPR on a gentleman from Creighton at the State Cross Country Meet.

7.8. Committee Reports

7.8.1. FFA Student Report

Reanna gave the FFA report. Their fundraising exceeded the goal of \$8000 and made \$9,474.33. FFA members helped with the Family Fun Night. Members will attend a Leadership Event next week.

7.8.2. Student Member of the Board

Mrs. Foster presented for Alexis Buck. Student Council put on the third annual pumping decorating contest. Wyatt Barnes donated all the pumpkins. The Brady Cross Country team put on a very successful event called the Sunset Showdown at the Cedar Bluffs south of town. MNAC Choir was in Tryon on November 3rd. Carlee Tillman and Alexis Buck went to represent Brady. Sharon Axthelm presented on JAG on behalf of Alexis. JAG is getting students ready for after graduation from High School. They are currently job shadowing and completing the FAFSA. The three JAG leaders attended the JAG Conference and had a great experience.

Currently, JAG members have completed a painting project for the village as they repainted the benches in the park. They will also be helping with the Blood Drive in January.

7.8.3. Finance Committee

The General Fund is under budget by 4.26%. The Lunch Fund is over budget by 1.26%, but Mrs. Foster and Molly Miller have worked out a great plan to stay on track. The bond payment will be coming out in December. Some extra checks that will get paid is Sanders Chickens for \$20 - Samuel Winters and Andrew Robison have a business to provide eggs to FCS. Brady Get n Go for \$3,834.19 will also be paid this month.

7.8.4. Policy Committee

The policy committee met on November 5 at 5:30 pm and had a productive meeting reviewing all of the 2000 series.

7.8.5. Negotiations Committee

The negotiations committee has met with the BEA twice. A 3rd meeting will be held this coming Wednesday.

7.9. Legislative Update

NA

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

State Convention November 19-21 and the ESU 15&16 Board Member Workshop January 13th.

8. Discussion Items

8.1. District Audit

We had another successful audit. The only findings for the year is a lack of segregation of duties because we only employ one bookkeeper.

8.2. Review the Interlocal Agreement with the Village of Brady

The wording was slightly changed. The school is the sole owner of the new ice machine and will allow the village to use it as needed upon request. Mrs. Foster has talked with the Village about the usage of the park for football and track. The dump truck wording got officially removed.

8.3. Review ALICAP Safety Report

Each year to maintain compliance with Rule 10, we must have a safety audit of our building and grounds. Mrs. Foster presented the report.

8.4. Review Inclement Weather Guidelines

Mrs. Foster mentioned making weather calls is one of the most stressful parts of the job, because someone will always be unhappy with the decision. A letter will be sent home on Friday regarding the decisions that will be made to close school. A snow day, is now considered a work from home day for the teachers. Full outdoor recess will take place if the wind chill is above 20 degrees. Limited Recess will take place if the wind chill is between 10 and 20 degrees. Proper clothing must be worn at all times if going out for recess. Indoor recess will take place if the wind chill is below 10 degrees. When recess is indoors, teachers can facilitate activities in classrooms, or designated indoor recess spaces. All spaces must be supervised.

8.5. Discuss the addition of a second Student Member of the Board.

It was suggested for discussion by Board Member Spencer to consider adding a second Student Member of the Board so that each member a student would be able to attend. Having a second member maybe in Junior High that might not be in so many activities, and the students could maybe alternate meetings. Also being able to have a liaison of the board, if the board has questions or wants feedback from the students, the liaison would take the question back to the student body. Mrs. Foster mentioned she could set up a survey for the Junior High students to fill out for any interest. Ryan Stearns would like the student member of the board to make a commitment to attend the board meetings, except when they have student activities. Sara Gentry mentioned maybe the board could rotate and meet with the student on their time. It was also recommended to have the board members write out some expectations for the student member of the board. Ryan Stearns also mentioned they could ask other districts about how they deal with student members of the board when they go to the State Education Conference. Another option would be to rotate the student council members. The board will revisit this discussion in December.

8.6. Review Policy Series 2000

Reviewed the following policies: Policy 2001: Role of the Board of Education, Policy 2002: Organization of the Board, Policy 2003: Development and Education of Board Members, Policy 2004: Oath of Office, Policy 2005: Conflict of Interest, Policy 2006: Complain Procedure, Policy 2007: Reimbursement for Misc. Expenditures, Policy 2008: Meetings, Policy 2009: Public Participation, Policy 2010: Preparation for Board Meetings, Policy 2011: Membership in Organizations, Policy 2012: Board Code of Ethics, Policy 2013: Violation of Board of Ethics, Policy 2014: Relationship with District Legal Counsel, Policy 2015: Student Member of the Board, Policy 2016: Participation in Insurance by Board Members, Policy 2017: Indemnification and Liability Insurance

8.7. 24-25 School Report Card

The 2024 - 2025 Brady Public Schools Report card was reviewed. By state statute, an annual update must be provided to the board. This will also go out to the community to review. Marge Spencer recommends doing a front and back page with the testing scores bigger to review.

8.8. Discuss School Psych Services for the 2025 - 2026 school year

Currently, the district employs a school psych through ESU 16 for one day a week, including drive time, at the cost of \$36,339. This is equivalent to approximately \$1,000 a day for 5-6 hours of service. Mrs. Foster has asked for a job description and roles and responsibilities and has been told ESU 16 doesn't have one. Mrs. Foster and Mrs. Pavelka have met with her supervisor to speak about our concerns. The school psych is not connecting with our students and is not treating our students with respect. Our special education team is doing a lot of the work for her. Mrs. Foster has looked into two other options to possibly consider for next year. Tonya Townsend is now doing a private practice for the same price but is only virtual. Mrs. Foster is trying to figure out a plan to hopefully get her in the school building. Luke McConnell is another option and does some contracting with NASB. He provides services to the whole student and teacher population and works with families. He would do one day a week and be around 38,000. Mrs. Foster has surveyed the special education staff and asked what their hopes are in a school psych. Since ESU 16 isn't providing the positive services the district needs, the board is okay with fulfilling this role in another person. Marge mentioned to get started right away on someone

else, but the district isn't sure if we can get out of the yearly contract. Tonya has a PRN that could provide as needed. The board would like to look into getting a PRN, and see if the district can get out of the contract so a positive school psych could start immediately.

8.9. Discuss a date for January Board Retreat and Community Engagement Meeting

Mrs. Foster asked the board to see if it would work to provide the community engagement meeting right after the Senior Citizen Lunch, so patrons wouldn't have to get out twice in the cold of January. Mrs. Foster could provide written surveys for all the senior citizens, since it is harder for them to complete online. Caden Frank from NASB is also willing to come and lead a Board Retreat from 1:00–2:00 following the Senior Citizen Lunch where we can review Board Self Assessment Survey results and work towards the Board's goals for the new year as they align to the Strategic Plan. The board will check their schedules to see if a retreat following the lunch will work or if it needs to be pushed towards the early evening of that same day.

9. Public Comments

NA

10. Action Items

10.1. District Audit

To approve the district audit. This motion, made by Bryan Franzen and seconded by Necole Miller, Passed.

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

10.2. Approve the Interlocal Agreement with the Village of Brady

To approve the 25-26 Interlocal Agreement with the Village of Brady. This motion, made by Marge Spencer and seconded by Tina Golter, Passed.

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

10.3. Set a date for January Board Retreat and Community Engagement Meeting

To approve the date for the January Board Retreat and Community Engagement Meeting to be January 14th, time to be decided for the retreat. This motion, made by Bryan Franzen and seconded by Necole Miller, Passed.

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

11. Adjournment

To adjourn at 7:33 PM. 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