

Board of Education Work Session
December 8, 2025, 6:00 PM
Blair Central Office
1326 Park Street, Blair NE 68008

Information concerning the Open Meeting Law, Chapter 84, Article 14 of Nebraska State Statutes, is posted in the room at a location accessible to members of the public and attached to the online agenda. The meeting notice was published in the Washington County Pilot-Tribune & Enterprise on Tuesday, December 2, 2025.

1. Call to Order

Mrs. Kari Loseke, President, called the Board of Education Work Session to order at 6:00pm.

2. Roll Call

Present Board Members: Denise Cada, Steve Callaghan, Ginger Fredericksen, Nate Larsen, Kari Loseke, Bob Schoby, Melaini Sturm, and Courtney Tabor

3. Comments from the Public – None

4. Nebraska Association of School Boards (NASB)

Shari Becker, Director of Education Leadership Search Service with NASB, presented the process and timeline for the interim superintendent search.

Overview:

- Key deadlines: Application deadline is Monday, December 15, 2025; discuss potential candidates resumes, Thursday, December 18, 2025, at 6:00pm; interviews planned for Monday, December 22, 2025, time to be determined.
- The position is posted on Teach Nebraska and will be posted on the Nebraska Council of School Administrators (NCSA) tonight.
- Interview structure: Team interview (administrators and directors), Board interview held in open session (public may observe but not participate) and building tours.
- Closed session will be used solely to discuss candidates' weaknesses and negatives to protect reputations. The hiring decision will be made in open session.
- Recommended interview duration is one hour and fifteen minutes with about 20 questions per candidate.
- Ideal interim term is 18 months with a start date targeted for January 5, 2026.
- Permanent superintendent search begins in the fall of 2026.
- The Board emphasized priorities for candidates' including leadership, decision-making, culture, communication, community engagement, and accreditations.

The work session concluded at 6:50pm.

Board of Education Regular Meeting

December 8, 2025, 7:00 PM

Blair Central Office

1326 Park Street, Blair NE 68008

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1. Call to Order

Mrs. Kari Loseke, Board President, called the Board of Education meeting to order at 7:00pm.

2. Roll Call

Present Board Members: Denise Cada, Steve Callaghan, Ginger Fredericksen, Nate Larsen, Kari Loseke, Bob Schoby, Melaini Sturm, and Courtney Tabor

2.1. Approval of Absent Board Members - None

3. Pledge of Allegiance

Board President, Kari Loseke, led the Board in the Pledge of Allegiance.

4. Approval of Emergency Additions to the Agenda - None

5. Call for Removal of Consent Agenda Items - None

6. Consent Agenda

Motion Passed: I move to approve the Consent Agenda as presented passed with a motion by Courtney Tabor and a second by Bob Schoby.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

6.1. Waiver of reading minutes from previous meeting

6.2. Acceptance of minutes of the previous meeting as published

6.3. Receipt of Communications

6.4. Treasurer's Report

6.5. Audit of Claims

7. Business

7.1. Items removed from Consent Agenda - None

7.2. Recognitions

7.3. Acceptance of Gifts

7.3.1. Blair FFA (Future Farmers of America) Alumni Association

Motion Passed: I move to accept the donation from the Blair FFA (Future Farmers of America) in the amount of \$1,500 passed with a motion by Ginger Fredericksen and a second by Steve Callaghan.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.3.2. Blair Community Schools Foundation – Bear-y Merry Grant Program

Foundation President, Wyatt Leehy, presented information about the Bear-y Merry Grant Program.

The Bear-y Merry Grant Program from the Blair Community Schools Foundation invited teachers and administrators to apply for funding to support STREAM (Science, Technology, Reading, Engineering, Arts, and Math) classroom improvements by providing supplies, admissions, or access to resources that foster creativity and offer innovative ways to engage students. The Foundation plans to award grants totaling \$90,500.

Motion Passed: I move to accept the grant donation in the amount of \$90,500 from the Blair Community Schools Foundation as part of the Bear-y Merry Grant Program for teachers and administrators passed with a motion by Steve Callaghan and a second by Nate Larsen.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.3.3. CF Industries Minigrants

A check was received from CF Industries for Minigrant awards totaling \$2,319.00 for the following teachers:

1. Nicole Cloudt
2. Anne Chrans
3. Ashley McCoy
4. Merrick Winters
5. Callie Arnold, Hollie Booth, Ashley Bacon, Sheryl Krueger
6. Julia Vogel, Briana Reinig, Emily Coartney

The goal of the CF Industries Classroom Minigrant Program is to support local education and improve agricultural and environmental literacy. We thank them for their continued support for the students at Blair Community Schools.

Motion Passed: I move to accept CF Industries Minigrant awards totaling \$2319.00 passed with a motion by Ginger Fredericksen and a second by Courtney Tabor.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.4. Consideration of Communications

7.4.1. Blair High Sparx Dance Team

A letter was received from Cashell Shonka, Blair High Dance Team Head Coach, requesting permission for the Blair High Sparx Dance Team to attend a dance competition on Sunday, January 18, 2026. The dance competition is located at Midland University in Fremont, Nebraska. There are a limited number of dance competitions that are available to them in the immediate Omaha area. This experience will give the dance team the opportunity to compete against high-level teams and receive above-par critiques from judges.

Motion Passed: I move to approve the Blair High Sparx Dance Team to attend a dance competition on Sunday, January 18, 2026, located at Midland University in Fremont, Nebraska passed with a motion by Ginger Fredericksen and a second by Courtney Tabor.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.4.2. A Cappella Ensemble

Mr. Patrick Hays, Blair High School Vocal Music Director, requested permission for the high school A Cappella Ensemble to attend the annual SNJ Singers A Cappella Festival on Sunday, April 12, 2026. The festival will take place at First Central Congregational Church in Omaha. Because the event is scheduled on a Sunday, the request requires Board approval prior to participation.

Motion Passed: I move for the Blair High School A Cappella Ensemble attend the annual SNJ Singers A Cappella Festival on Sunday, April 12, 2026, passed with a motion by Ginger Fredericksen and a second by Steve Callaghan.

Denise Cada	Yes
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Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.4.3. BHS Competition Cheer Squad

A letter was received from Emily Guenther, Blair High School Cheer Coach, requesting permission for the BHS competition Cheer Squad to attend two upcoming cheer competitions. Since these competitions are on a Sunday, they require Board approval.

1. Sunday, January 25, 2026 - Millard West Jam the Gym.
2. Sunday, February 1, 2026 - Crete & Doane Collaboration Competition.

Motion Passed: I move to approve the request for the Blair High School Competition Cheer Squad to attend two upcoming cheer competitions on Sunday, January 25, 2026 - Millard West Jam the Gym and February 1, 2026 - Crete & Doane Collaboration Competition passed with a motion by Ginger Fredericksen and a second by Courtney Tabor.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.5. Comments from The Public

Public comments were heard from the following individuals: Jennifer Reyzlik and Gina Nay.

7.6. Committee Reports

7.6.1. Policy/Curriculum Committee

The Policy/Curriculum Committee met on Monday, November 17, 2025. A report from the meeting was given by Denise Cada.

Motion Passed: I move to approve on first reading the Facility Use Handbook as presented passed with a motion by Denise Cada and a second by Courtney Tabor.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes

Courtney Tabor Yes

7.6.2. BG&T Committee

The Buildings, Grounds, and Transportation Committee met on Monday, December 1, 2025, at 12:00pm. A report from the meeting was given by Steve Callaghan.

Motion Passed: I move to approve a quote from Dick's Electric for \$12,472 to complete the work of boring and cable installation from the bus barn to the BCAT Building for more stable internet connection passed with a motion by Steve Callaghan and a second by Ginger Fredericksen.

Denise Cada Yes
Steve Callaghan Yes
Ginger Fredericksen Yes
Nate Larsen Yes
Kari Loseke Yes
Bob Schoby Yes
Melaini Sturm Yes
Courtney Tabor Yes

7.6.3. Finance Committee

The Finance Committee met on Tuesday, December 2, 2025, at 12:00pm. A report from the meeting was given by Courtney Tabor.

Motion Passed: I move to approve and add the recommended Addendum to the 2025-26 Negotiated Agreement as presented passed with a motion by Courtney Tabor and a second by Bob Schoby.

Denise Cada Yes
Steve Callaghan Yes
Ginger Fredericksen Yes
Nate Larsen Yes
Kari Loseke Yes
Bob Schoby Yes
Melaini Sturm Yes
Courtney Tabor Yes

Motion Passed: I move to enter into Interlocal Agreement with Ralston Public Schools for servicing students who are hearing impaired for the 2025-26 school year as presented passed with a motion by Courtney Tabor and a second by Steve Callaghan.

Denise Cada Yes
Steve Callaghan Yes
Ginger Fredericksen Yes
Nate Larsen Yes
Kari Loseke Yes
Bob Schoby Yes
Melaini Sturm Yes
Courtney Tabor Yes

Motion Passed: I move to approve the year-end August 31, 2025, audit report from Dana F. Cole dated

November 4, 2025, as presented passed with a motion by Courtney Tabor and a second by Steve Callaghan.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

Motion Passed: I move to approve the hiring of EveRise for a January Professional Development Day for an estimated amount of \$7,500 passed with a motion by Courtney Tabor and a second by Steve Callaghan.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

Motion Passed: I move to approve the annual fee of \$5,000 for iObservation, an electronic tool used to support administrators in evaluating teachers passed with a motion by Courtney Tabor and a second by Bob Schoby.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

Motion Passed: I move to approve the sale of 898 used Chromebooks to AGParts in the amount of \$30,660 passed with a motion by Courtney Tabor and a second by Bob Schoby.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.7. Approval of New Teachers – None

7.8. Acceptance of Resignations

- Aaron Hemme, Blair High School Agriculture Teacher — effective December 31, 2025
- Christian Dames, Blair High School English Teacher — effective upon the conclusion of the 2025-26 school year
- Linda Harman, Otte Middle School Teacher — effective upon the conclusion of the 2025-26 school year

Motion Passed: I move to accept the resignations of certified staff members, Aaron Hemme, effective December 31, 2025, and Christian Dames, upon the conclusion of the 2025-26 school year passed with a motion by Steve Callaghan and a second by Bob Schoby.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

Motion Passed: I move to accept the retirement of certified staff member, Linda Harman, upon the conclusion of the 2025-26 school year passed with a motion by Courtney Tabor and a second by Bob Schoby.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes
Courtney Tabor	Yes

7.9. Superintendent Report

7.10. Informational Items

7.11. Closed Session

Motion Passed: I move to enter into Closed Session at 8:17pm to discuss legal advice and for the protection of public interest on the discussion of collective bargaining and invite Mr. Tom Shearer, Business Manager, to attend passed with a motion by Bob Schoby and a second by Courtney Tabor.

Denise Cada	Yes
Steve Callaghan	Yes
Ginger Fredericksen	Yes
Nate Larsen	Yes
Kari Loseke	Yes
Bob Schoby	Yes
Melaini Sturm	Yes

Courtney Tabor Yes

Motion Passed: I move to reconvene into regular session passed with a motion by Melaini Sturm and a second by Bob Schoby.

Denise Cada Yes

Steve Callaghan Yes

Ginger Fredericksen Yes

Nate Larsen Yes

Kari Loseke Yes

Bob Schoby Yes

Melaini Sturm Yes

Courtney Tabor Yes

7.12. Items From Closed Session

There was no recommended action from the closed session.

8. Adjournment

Motion Passed: I move to adjourn meeting at 9:21pm passed with a motion by Bob Schoby and a second by Nate Larsen.

Denise Cada Yes

Steve Callaghan Yes

Ginger Fredericksen Yes

Nate Larsen Yes

Kari Loseke Yes

Bob Schoby Yes

Melaini Sturm Yes

Courtney Tabor Yes

Angie Conety
Secretary Board of Education

Randall Gilson, Ed.D.
Superintendent