

Board of Education Special Meeting
December 18, 2025, 5:30 P.M.
Blair Community Schools Central Office
1326 Park St., 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. You can view the online agenda by visiting the Blair Community Schools website at www.blairschools.org. The meeting notice was published in the Washington County Pilot-Tribune & Enterprise on Tuesday, December 16, 2025.

1. Call to Order

Mrs. Kari Loseke, President, called the Board of Education Special meeting to order at 5:32 p.m.

2. Roll Call

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

3. Pledge of Allegiance

President Loseke led the Board in the Pledge of Allegiance.

4. Comments from The Public

There were no public comments.

5. Acceptance of Resignations

Motion Passed: I move to accept the resignations of certified staff members Tammy Holcomb and Shane Keeling and authorize the Board President to execute any documents to effectuate said resignations 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. Blair High School Principal

Motion Passed: I move to approve the appointment of Mark Gutschow as the Blair High School principal and to authorize the Board President to execute any contract amendment to reflect Mr. Gutschow's new role 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

7. Closed Session

The Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held

when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice.

Motion Passed: I move to enter into Closed Session at 5:35 p.m. for the protection of public interest on the discussion of collective bargaining, to prevent the needless injury to the reputation of individuals and for legal advice, and invite Tom Shearer, Business Manager; Justin Knight, Legal Counsel; and Shari Becker, Nebraska Association of School Boards (NASB), to attend 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

7.1. Closed Session Reconvened

Motion Passed: I move to reconvene into regular session at 6:52 p.m. passed with a motion by Melaini Sturm 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

7.2 Items from Closed Session

7.2.1. Discussion of the Details of the Interview Process for Interim Superintendent and Discussion of Applicants

Shari Becker, Director of Education Leadership Search Service with NASB, presented on the interim superintendent candidate pool, noting there were 11 applicants. The interviews are scheduled for Monday, December 22, 2025, beginning at 1:00 p.m.; candidates will meet with the school board and an administrative team. The interviews with the Board are open to the public for listening purposes only.

The Board reviewed the candidates and identified two finalists who stood out for their extensive experience and peer recognition.

Motion Passed: I move to have Shari Becker with Nebraska Association of School Boards contact Candidate A and B to schedule an interview for December 22, 2025, during the scheduled 1:00 p.m. special board meeting passed with a motion by Ginger Fredericksen 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

Candidate A

12:30pm	Tour with a Board Member
1:00pm	Board Interview
2:30pm	Administrative Team Interview

Candidate B

12:30pm	Tour with a Board Member
1:00pm	Administrative Team Interview
2:30pm	Board Interview

Once interviews are completed, the Board will meet to discuss interview candidates and review administrative team feedback.

7.3. Closed Session

Motion Passed: I move to enter into Closed Session at 7:07 p.m. for litigation and legal advice, and invite Justin Knight, Legal Counsel, to attend passed with a motion by Ginger Fredericksen and a second by Melaini Sturm.

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

7.3.1. Closed Session Reconvened

Motion Passed: I move to reconvene into regular session at 9:13 p.m. passed with a motion by Ginger Fredericksen 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

7.3.2. Items from Closed Session

No recommended motions were presented from closed session. The Board discussed selecting interview questions to present to candidates on Monday and finalized a set of 20 questions.

6.0. Adjournment

Motion Passed: I move to adjourn the meeting at 9:25 p.m. passed with a motion by Bob Schoby 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

Angie Conety
Board Secretary

Randall Gilson, Ed.D.
Superintendent