

Board of Education Work Session

January 12, 2026, 6:00 P.M.

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, January 6, 2026.

1. Call to Order

Dr. Don Johnson, Superintendent, 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. Items for Discussion

- Mr. Carl Dietz of Carl Dietz Consulting, LLC., presented on the Audit of Finances.

The work session concluded at 6:55 p.m.

Board of Education Regular Meeting

January 12, 2026

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, January 6, 2026.

1. Call to Order

Dr. Don Johnson, Superintendent, called the Board of Education Regular meeting to order at 7:07pm.

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 Member(s) – None

3. Pledge of Allegiance

Mrs. Janelle Jaworski, elementary music teacher, and fifth-grade students who are part of the elementary musical led the Board in the Pledge of Allegiance. The musical will be performed in the high school auditorium on Thursday, April 23rd and Friday, April 24th.

4. Organization of the Board of Education

The following board leadership positions were voted upon:

President: Kari Loseke nominated Bob Schoby as Board of Education President and Courtney Tabor seconded the nomination. Bob Schoby accepted the nomination and the Board of Education elected Bob Schoby as President of the Board of Education on a vote of 7-0-1.

Vice President: Kari Loseke nominated Courtney Tabor as Board of Education Vice President and Nate Larsen seconded the nomination. Courtney Tabor accepted the nomination and the Board of Education re-elected Courtney Tabor as Vice President of the Board of Education on a vote of 7-0-1.

Approval of Offices and Appointments:

- Secretary – Angie Conety
- Treasurer – Leslie Watts
- Official Newspaper – Blair Enterprise and Omaha World-Herald
- Bank Depository – Washington County Bank and RVR Bank
- Truant Officer – Blair Police Department and Washington County Sheriff

Motion Passed: I move to approve the current offices and appointments as presented passed with a motion by Steve Callaghan 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

5. Approval of Emergency Additions to the Agenda – None

6. Call for Removal of Consent Agenda Items - None

7. Consent Agenda

Motion Passed: I move to approve the Consent Agenda as presented passed with a motion by Steve Callaghan 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

7.1. Waiver of reading minutes from previous meeting

7.2. Acceptance of minutes of the previous meeting as published

7.3. Receipt of Communications

7.4. Treasurer's Report

7.5. Audit of Claims

8. Business

8.1. Items removed from Consent Agenda - None

8.2. Recognitions

8.2.1. Chief of Police

Chief Jeremy Kinsey introduced himself and discussed collaboration between the school district and the city.

8.3. Acceptance of Gifts

8.4. Consideration of Communications

8.4.1. Local Community Scholarship Ceremony

A letter has been received from Christine Ross, Blair High School Counselor/Local Scholarship Chair, to request permission to host a Local Community Scholarship Ceremony at Blair High School in the Auditorium/Cafeteria on Sunday, April 26, 2026. Holding this on a Sunday allows for the greatest level of participation.

Motion Passed: I move to approve the request from Christine Ross to hold a Local Community Scholarship Ceremony at the Blair High School on Sunday, April 26, 2026, 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

8.5. Comments from The Public - Public comment was heard from one (1) patron.

8.6. Student Information System

Mrs. Erin Field, Director of Curriculum and Instruction, and Mr. Scott Macholan, Director of Technology, presented a proposal for a new Student Information System (SIMS).

Motion Passed: I move to enter into a five-year contract with Synergy at an estimated total cost of \$260,000 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

8.7. 2026-27 District School Calendar

A proposed 2026-27 District School Calendar was presented for approval.

Motion Passed: I move to approve the 2026-27 District School Calendar as presented passed with a motion by Kari Loseke 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

8.8. Accounting Software – Software Unlimited

The board committee has spent the past couple of months evaluating a move from the district’s current accounting software, eFinance, to Software Unlimited, exploring different options to determine the long-term solution that will best improve transparency and budget oversight.

Software Unlimited is widely used in Nebraska (about 65% of district) and offers a 60-day implementation, free annual training, strong regional support, user-friendly tools for small districts, user remote access, and assigns a personal coordinator during conversation. Overall, it is flexible, easy to use, and cost-effective.

EFinance has been used by the district since 2002 and currently holds a contract with ESU#3 through July 1, 2027. A key concern with eFinance is that it appears to lack integration with limited visibility for principals. Cost comparisons initially showed eFinance at \$30,000/year and Software Unlimited at \$12,000—\$15,000/year. However, ESU#3 informed that the district's share has risen drastically due to other school districts no longer using eFinance, increasing the cost for the remaining districts. The district's new portion is \$51,225.

Motion Passed: I move the district replace the current accounting software, eFinance, with Software Unlimited passed with a motion by Courtney Tabor and a second by Kari Loseke.

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

8.9. Committee Reports

8.9.1. Policy/Curriculum Committee

The Policy/Curriculum Committee met on Monday, December 15, 2025, at 12:00 p.m. A report from the committee was given by Denise Cada.

8.9.2. BG&T Committee

The Buildings, Grounds, and Transportation Committee met on Monday, January 5, 2026, at 12:00 p.m. A report from the committee was given by Steve Callaghan.

Motion Passed: I move to approve the quote from SEi for additional cameras at South early Childhood Center, Deerfield Elementary, Otte Middle School and Blair High School as presented, totaling \$40,088.00 passed with a motion by Steve Callaghan 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

8.9.3. Finance Committee

The Finance Committee met on Tuesday, January 6, 2026, at 12:00 p.m. A report from the committee was given by Courtney Tabor.

Motion Passed: I move to enter into Interlocal Agreement with ESU#2 for a SPED Behavior Program for Student(s) in the maximum amount of \$42,804 for the 2025-26 school year as presented passed with a motion by Courtney Tabor and a second by Kari Loseke.

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 modify the current Interlocal Agreement with ESU#3 for Jeff Westerman, School Psychologist, to increase the number of contracted days from three to four days passed with a motion by Courtney Tabor and a second by Kari Loseke.

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 purchase of new football uniforms from MRG Hauff in the amount of \$20,880.00 to be paid using the Activity Fund passed with a motion by Courtney Tabor 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

Motion Passed: I move to remove Kari Loseke and Dr. Randy Gilson as an authorized check signer for Blair Community Schools checking accounts and to add Bob Schoby and Dr. Don Johnson to serve as an additional authorized check signer to the District checking accounts passed with a motion by Courtney Tabor 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

Motion Passed: I move to approve the district to follow the Federal Business Mileage Reimbursement rate of \$0.72 per mile to begin January 1, 2026, 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

8.10. Approval of New Teacher(s)

- Hailey Baker - Middle School Exploratory Teacher (Computer Technology & Agriculture)

Motion Passed: I move to approve the new certified staff member, Hailey Baker, as presented passed with a motion by Steve Callaghan 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

8.11. Acceptance of Retirement

- Julie Miller, 6th Grade Math Teacher - Otte Blair Middle School (28 years)

Motion Passed: I move to accept the retirement of certified staff member, Julie Miller, upon the conclusion of the 2025-26 school year passed with a motion by Courtney Tabor and a second by Kari Loseke.

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

8.12. Superintendent Report

Dr. Don Johnson presented a Board Report outlining the district's commitment to accountability, compliance, and continuous improvement, detailing a comprehensive plan to correct past practices, strengthen governance and operational systems, and build a sustainable foundation for future success while maintaining transparency and improvement at all levels.

8.13. Informational Item

9. Adjournment

Motion Passed: I move to adjourn the meeting at 8:26pm passed with a motion by Melaini Sturm 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

Angie Conety
Secretary Board of Education

Dr. Don Johnson
Interim Superintendent