

**REGULAR MEETING
BOARD OF EDUCATION
NEOGA COMMUNITY UNIT SCHOOL DISTRICT #3
Thursday
January 8, 2026
7:00 p.m.**

The regular meeting of the Board of Education of Neoga Community Unit School District #3 was called to order at **7:00 pm** on Thursday, **January 8, 2026** in the Board of Education Office.

ROLL CALL: Present: Misty Evans, Shawn Finney, Gerald Hanfland, Brian Titus
Angie Worman, Charles Campbell
Absent: Don Strohl

PLEDGE OF ALLEGIANCE

RECEPTION OF GUESTS AND PUBLIC COMMUNICATIONS: No one addressed the board.

PAYMENT OF BILLS: Motion by **Worman**, seconded by **Evans** to approve payment of bills in the amount \$73,159.80.

VOTE: Yea: Hanfland, Worman, Evans, Finney, Campbell
Abstain: Titus
Absent: Strohl

CONSENT AGENDA: Motion by **Hanfland**, seconded by **Finney:**
approve December payroll – Education Fund \$304,795.26, Building Fund \$21,746.96, Transportation Fund \$21,503.53 for a total of \$348,045.75.
approve December 11, 2025 Regular Meeting Minutes, December 11, 2025 closed session minutes
approve NES and NJSHS Activity Account
approve Second Reading of Board Policy Updates Issue #120

VOTE: Yea: Finney, Hanfland, Titus, Worman, Evans, Campbell
Absent: Strohl

INFORMATION AND ADMINISTRATIVE REPORTS:

Mr. Haarman, Superintendent reported on the following:
Teacher Institute Day staff participated in De-escalation Training with Sigel. Thanks to Mrs. Bridges and Mr. Bear for setting up training.
District office busy with year end reporting

Update from Mr. Andrew Ewing with Upchurch:
Tuckpointing is complete

NES parking lot lights fixed
NES gym doors replaced
NJSHS demo has started
Bleachers should be removed from gyms in the next couple of weeks

Mr. Bear, Elementary Principal reported on the following:

Winter and Christmas concerts were a success. Thanks to Mr. Henderson, Mrs. Nail and Mr. McCann
Thanks to the PBIS committee for the December activity – milk, cookies and movie.
Second grade went to nursing home to sing to residents.
Kylee McClure has started second semester as elementary physical education teacher.

December Spirit Winners – Act Responsibly – Raven Schooley, Ridge Shores, Kitt Carson, Sadie Musson, Miladda Manion, Lawson Edgar, McKinley Jabs, Arwen Tordoff, Kinley Sanders-Eastin, Kyra Conlin, Tenlee Beabout, Issac Walthes. Students were recognized at an all school assembly and finished the day with ice cream - Chill and Share with Mr. Bear!

Mrs. Bridges, Jr./Sr. High School Principal reported on the following:

Shout out to NJSHS faculty and staff for a strong first semester
Final exams completed on December 18th and 19th
Pre-registration for FY27 begins next week
STEM night will be January 28th.

Dean of Students/AD Report:

Written report presented to the Board
Attendance is up and discipline is low
JH Volleyball has started.
Fisher Porter – HS Boys Basketball Athlete of the Month

REVIEW MONTHLY CASH FLOW REPORT: Mr. Haarman reviewed with the board the monthly cash flow report.

CLOSED SESSION FOR EXCEPTION 1, THE EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY; EXCEPTION 2, COLLECTIVE BARGAINING MATTERS BETWEEN THE SCHOOL BOARD AND ITS EMPLOYEES OR THEIR REPRESENTATIVES; OR DELIBERATIONS CONCERNING SALARY SCHEDULES FOR ONE OR MORE CLASSES OF EMPLOYEES; EXCEPTION 10, THE PLACEMENT OF INDIVIDUAL STUDENTS IN SPECIAL EDUCATION PROGRAMS AND OTHER MATTER RELATING TO INDIVIDUAL STUDENTS: Motion by **Titus**, seconded by **Evans** to go into closed session at **7:21** p.m. for closed session for exception 1, the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body; exception 2, collective bargaining matters between the school board and its employees or their representatives; or deliberations concerning salary schedules for

one or more classes of employees; exception10, the placement of individual students in special education programs and other matters relating to individual students.

VOTE: Yea: Titus, Worman Evans, Finney, Hanfland, Campbell
Absent: Strohl

The Board returned from closed session at **7:39** p.m.

ADOPTION OF RESIGATION AGREEMENT: Motion by **Finney**, seconded by **Titus** to adopt the resignation agreement as presented.

VOTE: Yea: Worman Evans, Finney, Hanfland, Titus, Campbell
Absent: Strohl

RESIGNATIONS: Motion by **Titus**, seconded by **Worman** to approve resignation of Sarah Martinez, Junior High ELA Teacher for NCUSD#3

VOTE: Yea: Evans, Finney, Hanfland, Titus, Worman Campbell
Absent: Strohl

HIRE PERSONNEL: Motion by **Evans**, seconded by **Finney** to approve Victoria Abbott as long-term sub for NCUSD#3.

VOTE: Yea: Finney, Hanfland, Titus, Worman Evans, Campbell
Absent: Strohl

APPROVE VOLUNTEERS: Motion by **Worman**, seconded by **Titus** to approve Misty Evans as volunteer High School Cheer Sponsor and Jennifer Mast as volunteer Junior High School Cheer Sponsor. Motion carried. Evans abstained.

AGENDA ITEM FOR FUTURE MEETINGS: No items were addressed for future meetings at this time.

NEXT MEETING: Regular Board Meeting on **February 12, 2026** at 7:00 pm.

ADJOURNMENT: Motion by **Worman**, seconded by **Titus** to adjourn the meeting at **7:41** pm. Motion carried.

Secretary, Board of Education

President, Board of Education