

**REGULAR MEETING  
BOARD OF EDUCATION  
NEOGA COMMUNITY UNIT SCHOOL DISTRICT #3  
Thursday  
March 13, 2025  
7:00 p.m.**

The regular meeting of the Board of Education of Neoga Community Unit School District #3 was held at **7:00 p.m.** on Thursday, **March 13, 2025** in the District Office.

**ROLL CALL:** Present: Shawn Finney, Michelle Sheehan, Brian Titus,  
Angie Worman, Chuck Campbell  
Absent: Gerald Hanfland, Don Strohl

**PLEDGE OF ALLEGIANCE:**

**RECEPTION OF GUESTS AND PUBLIC COMMUNICATIONS:** February Spirit Winners – Encourage Others were introduced to the board – Reed Pemberton, Lucy Hoene, and Sampson Plough. Other winners that were recognized but not present were Briley Stout, Beretta Morris, Anna Banning, Kinsley Walthes, Nora Lawyer, Isabella Cowger, Mackenzie Grogg, Kelly Will, and Vayda Dilley. Winners had pizza today with Mr. Bear.

**PAYMENT OF BILLS:** Motion by **Finney**, seconded by **Worman** to approve payment of bills in the amount of \$140,890.71.

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

**CONSENT AGENDA:** Motion by **Sheehan**, seconded by **Worman** to:  
approve February payroll – Education Fund \$ 299,830.93, Building Fund \$22,075.79, Transportation Fund \$19,002.28 for a total of \$340,909.00  
approve February 13, 2025 regular meeting minutes, February 13, 2025 closed session minutes  
approve NES and NJSHS Activity Report  
approve Insurance Service Agreement with Dimond Bros. Insurance  
approve Calendar for 2025-2026 School Year  
approve Consolidation District Plan for School Year 2025-26  
approve Superintendent Kevin Haarman to be authorized to develop a tentative budget for the fiscal year 2025-2026  
approve JH Band/Choir Trip to Holiday World  
approve Science Club Field Trip to Indianapolis Zoo

**VOTE:** Yea: Sheehan, Titus, Worman, Finney, Campbell  
Absent: Hanfland, Strohl

**INFORMATION AND ADMINISTRATIVE REPORTS:**

Mr. Haarman, Superintendent reported on the following:

State Budget

Statement of Economic Interest distributed and need to be turned in completed by April 4th

Enrollment and Personnel Count Comparison – In the 2006-2007 school year we had an enrollment of 846 compared to 518 that we currently have. Calculated savings would be over \$900,000.

Mr. Bear, Elementary Principal reported on the following:

Third Quarter wraps up tomorrow (3/14)

Ms. Kessler and Mrs. Bridges met with Apptegy as a possible service to improve communication for our District.

FFA Petting Zoo will be 3/21 along with other activities that were previously cancelled due to the cold weather in February.

February PBIS –Glo Dance

Read Across America Week – Thanks to Mrs. Keck organizing the activities.

Second Grade living museum will be held tomorrow (3/14)

Upcoming events – Neoga Softball Gear Swap, IAR testing, Kindergarten Roundup

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

JH February Student of the Month – Isabella McNeal, Harper Mast, and Bentley Karrick.

Fairness was the character trait

FFA week has been moved to the week of March 17 due to the cold weather.

Variety Show will be April 11. Auditions have already been done.

5 Essential Surveys are being completed by staff and students

Junior High Glo Dance will be held March 14

Class of 2027 Vendor Fair will be held on March 22.

Art Show will be March 27 beginning at 5:00 pm

State testing to begin end of March and first part of April

The musical – Sound of Music will be performed on April 3 – 6.

Dean of Students/AD Report:

Written report presented to the Board.

Discipline has 7 issues this year compared to 14 last February.

Spring sports have great numbers: JH Track – 60, HS Track – 34, HS Baseball – 19 and HS Softball – 12.

**REVIEW MONTHLY CASH FLOW REPORT:** Superintendent Haarman went over the monthly cash flow with the board.

**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;** Motion by **Sheehan**, seconded by **Titus** to go into closed session at **7:29** 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

**VOTE:** Yea: Titus, Worman, Finney, Sheehan, Campbell  
Absent: Hanfland, Strohl

The Board returned from closed session at **8:18** p.m.

**APPROVE RESIGNATIONS:** Motion by **Sheehan**, seconded by **Finney** to accept the following resignation for Neoga CUSD#3  
Mark Jones – JH Boys Basketball Coach

Motion carried

**HIRE PERSONNEL:** Motion by **Worman**, seconded by **Sheehan** to approve the following hires for Neoga CUSD#3.  
Kylee Phillips as elementary physical education teacher  
Sammi James as HS Interventionist

**VOTE:** Yea: Worman, Finney, Sheehan, Titus, Campbell  
Absent: Hanfland, Strohl

**ACTION ON RECOMMENDATION TO DISMISS EDUCATIONAL SUPPORT PERSON:** Motion by **Titus**, seconded by **Finney** to dismiss educational support person, Donald Polk.

**VOTE:** Yea: Finney, Sheehan, Titus, Worman, Campbell  
Absent: Hanfland, Strohl

**APPROVE VOLUNTEERS:** None

**AGENDA ITEM FOR FUTURE MEETINGS:** None

**NEXT MEETING:** Regular meeting **April 10, 2025** at 7:00 pm at the Board of Education Office.

**ADJOURNMENT:** Motion by **Worman**, seconded by **Titus** to adjourn the meeting at **8:20** pm.  
Motion carried.

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Secretary, Board of Education

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President, Board of Education