

**REGULAR MEETING  
BOARD OF EDUCATION  
NEOGA COMMUNITY UNIT SCHOOL DISTRICT #3  
Wednesday  
September 17, 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 **Wednesday, September 17, 2025** in the District Office.

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

**PLEDGE OF ALLEGIANCE**

**FISCAL YEAR 2026 BUDGET HEARING**

**OVERVIEW OF FY26 BUDGET:** Mr. Haarman, gave a presentation of the FY26 budget.

**PUBLIC COMMENTS ON FY26 BUDGET:** No comments made.

**ADOPTION OF FISCAL YEAR 2026 BUDGET:** Motion by **Hanfland**, seconded by **Finney** to adopt the FY26 Budget as presented.

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

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

**PAYMENT OF BILLS:** Motion by **Finney**, seconded by **Worman** to approve payment of bills in the amount of \$192,395.73.

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

**CONSENT AGENDA:** Motion by **Evans**, seconded by **Titus** to:  
approve August payroll – Education Fund \$171,112.82, Building Fund \$26,853.86, Transportation Fund \$ 8,120.85 for a total of \$206,087.53  
approve August 13, 2025 regular meeting minutes, August 13, 2025 closed session minutes  
approve NES and NJSHS Activity Report  
approve Second Reading of PRESS Policy Update 119

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

**ADOPTION OF LEASE AGREEMENT WITH CITY OF NEOGA:** Motion by **Titus**, seconded by **Hanfland** to adopt the lease agreement with the City of Neoga. Rent will be in the amount of \$1. District will be responsible for utilities and updates in the 2 year agreement. District is grateful for the partnership.

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

**ADOPTION OF COMMUNITY BENEFITS AGREEMENT WITH EARTHRIS**  
**ENERGY:** Motion by **Finney**, seconded by **Evans** to adopt the Community Benefits Agreement with Earthrise Energy. Payments will be in two installments of \$162,000.00. First payment will be received April 2026 and second payment April 2027. The district will receive a total of \$324,000.00 in year 2026 and \$324,000.00 in 2027 from 2 projects – Glacier Moraine and Northwest Solar.

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

### **INFORMATION AND ADMINISTRATIVE REPORTS:**

Mr. Haarman, Superintendent reported on the following:

FOIA Requests – 2 requests pertaining to district financial data

OPAA! – Angie Eden gave a brief update on the OPAA! Food Service program for this school year. Elementary and High School kitchens each received 100% on health inspection and had no violations

Andrew Ewing gave building and grounds update

Track is still waiting on 1 gate

Greenhouse nearly completed

Junior High baseball fence done

NES building – hopefully insurance will have information by next board meeting so work can begin

Items is Junior/Senior High that insurance will be covering – new gutters, roof insulation, interior doors, restrooms (handicap accessible), stage, sprinkler system

Early October contents from North Gym to be taken to storage

Demo – all ceilings have been removed along with most duct work

Insurance will plan to walk thru building in early October

New water line Columbus Day weekend

Working on Unit Office to have own power source

Meeting with IERMP to see what the options will be for the upcoming year for employee insurance. The district will be looking at a possible 12% increase.

Mr. Haarman will be a keynote speaker at Illinois State Superintendent Conference - Leading Through Crisis

Mr. Bear, Elementary Principal reported on the following:

August Spirit winners – Never Give Up! – Bellamie Ahls, Eli Pemberton, Levi Barker, Emmalyn Baker, Cayden Matheny, Theo Robinson, Shaylynn Gonzalez, Bennett Ballinger, Samantha Everhart, Luke Williams, Parker Karrick, and Sawyer Bush. Students were recognized at an all school assembly and finished the day with ice cream - Chill and Share with Mr. Bear!

Picnic at the Park – Mr. Frticher, was the “celebrity” grill master. Thanks to the Neoga Fire Department and Neoga Police Department for their participation with this event.

Admin team attended training for Title IX and special education updates.

5<sup>th</sup> grade band recruitment was held

Transition with Junior High and elementary sharing spaces is going well.

Upcoming events – NTA early dismissal 9/17, Warrior Walk 9/26, Title Night 10/1

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

Fire, Tornado, and Bus Evacuation Drills have all been completed. The drills are part of annual State requirements.

First round of MAP testing is complete.

Dean of Students/AD Report:

Written report presented to the Board.

Fall participation numbers are good.

JH Softball played in Regional Championship

Practice at Emerald Acres has started.

**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 10, THE PLACEMENT OF INDIVIDUAL STUDENTS IN SPECIAL EDUCATION PROGRAMS AND OTHER MATTERS RELATING TO INDIVIDUAL STUDENTS:** Motion by Titus, seconded by Worman to go

into closed session at 7:56 p.m. for closed session for exception 1, the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body; exception 10, the placement of individual students in special education programs and other matters relating to individual students.

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

The Board returned from closed session at 8:47 p.m.

**APPROVE RESIGNATIONS:** Motion by **Titus**, seconded by **Evans** to approve the resignations of:

Charity Jones – High School Assistant Softball Coach

Kaylee Beals - High School Cheer Sponsor

Mark Jones - Junior High Baseball Coach

Motion carried

**APPROVE PERSONNEL:** Motion by **Finney**, seconded by **Worman** to employ the following to NCUSD#3:

Jessica Evans – Junior High Volleyball Coach

Jill Shaw – High School Cheer Sponsor

Jacy Boatman – High School Assistant Volleyball Coach

Kylee Phillips – High School Assistant Track Coach

**VOTE:** Yea: Hanfland, Titus, Worman, Finney, Campbell

Abstain: Evans

Absent: Strohl

**APPROVE VOLUNTEERS:** None

**AGENDA ITEM FOR FUTURE MEETINGS:** None

**NEXT MEETING:** Regular meeting on **October 9, 2025** at 7:00 pm at the Board of Education Office.

**ADJOURNMENT:** Motion by **Worman**, seconded by **Evans** to adjourn the meeting at **8:49** pm. Motion carried.

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Secretary, Board of Education

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President, Board of Education