

**Hay Springs Public School
SCHOOL BOARD MEETING
January 12, 2026
6:30 p.m.
Cafeteria
REGULAR MEETING AGENDA**

President Anderson called the regular January meeting of the Hay Springs School District Board of Education to order at 6:33 pm. The Pledge of Allegiance followed along with the posting of the Open Meetings Law. Per Board policy publication of Board Meeting Notice was published in the Sheridan County Journal Star and the Hip Hop as well as the school website the week of January 5, 2026. Roll Call was taken with J. Anderson, D. Russell, K. Stock, M. Kearns, K. Hughbanks and T. Milne present.

Board reorganization Action Items

- Russell made a motion to keep all Board officers the same-President Anderson, Vice-President Russell, Secretary Stock and Treasurer Kearns with Kearns seconding the motion. Roll Call Vote passed 6/0.

Motion to Approve Bookkeeper's responsibilities: As per Policy 203.04 and 203.05

- The Hay Springs School Bookkeeper/Accountant will work with the board's Secretary and Treasurer as the custodian of all district records and financial transactions and serve as the recording secretary at meetings was made by Russell and seconded by Kearns. Roll Call Vote passed 6/0.

Motion to approve Agenda for January 13, 2025 Board Meeting was made by Kearns and seconded by Russell. Roll Call Vote passed 6/0.

Motion to approve Board of Education Code of Ethics – Police 202.01 was made by Russell and seconded by Milne. Roll Call Vote passed 6/0.

Motion to approve the Board Member Conflict of Interest – Policy 202.02 was made by Hughbanks and seconded by Milne.

Motion to approve Public Complaints - Policy 1005.01 was made by Russell and seconded by Kearns. Roll Call Vote passed 6/0.

Motion to approve Deposits and Transfers – Policy 704.01

- Motion to approve Security First Bank in Hay Springs as the official financial depository for Hay Springs Schools was made by Kearns and seconded by Hughbanks. Roll Call Vote passed 5/0 with Russell abstaining.

Motion to approve School Board Legal Counsel – Policy 203.08 with KSB Law, located in Lincoln NE as legal counsel was made by Russell and seconded by Kearns. Roll Call Vote passed 6/0.

Motion to approve Newspaper and Method of Publicizing Meetings

- Motion to approve the Sheridan County Journal Star and the Hip Hop as the newspapers the school district will post meeting notices with was made by Russell and seconded by Hughbanks. Roll Call Vote passed 6/0.

Motion to appoint the Superintendent as the Non-discrimination Compliance Coordinator to meet Federal Employment Opportunity requirements was made by Russell and seconded by Kearns. Roll Call Vote passed 6/0.

Motion to appoint the Principal as the Title IX Coordinator was made by Milne and seconded by Kearns. Roll Call Vote passed 6/0.

Fill Committee Assignments

- Finance-Justin Anderson, David Russell, Katy Hughbanks
- Americanism-Miriam Kearns, Tami Milne, Katie Stock
- Curriculum and Technology-Katie Stock, Miriam Kearns, Tami Milne
- Building /Grounds/Transportation-Justin Anderson, David Russell, Miriam Kearns
- Lister-Sage-Katy Hughbanks, Tami Milne

Admin Reports

- Superintendent – Mr. Clear
- Principal – Mrs. Digmann
- Activities Director – Mrs. Marcy
- Technology Coordinator – Mr. Reimann
- Business Manager – Mrs. Wolken

There were no public comments.

Discussion Items

- Superintendent search discussion
- Lister-Sage
- Beef to School
- Negotiations
- Substitute pay -possible increase, establish minimum # hrs.
- Proposed addition of additional secretarial position

Action Items

- Motion to approve the Meeting Minutes for the December 8, 2025 regular board meeting as corrected, was made by Russell and seconded by Hughbanks. Roll Call Vote passed 6/0.
 - Motion to approve the Meeting Minutes for the December 17 2025 Special Meeting was made by Kearns and seconded by Stock. Roll Call Vote passed 6/0.

- Motion to approve the December ending Financial Account Summaries/Balances, January payables in the amount of \$164,753.78 and January Payroll Liabilities in the amount of \$247,682.71 was made by Stock and seconded by Russell. Roll Call Vote passed 6/0.
- Motion to approve raising Substitute hourly rate of pay to \$18.25/hour was made by Russell and seconded by Kearns. Roll Call Vote passed 6/0.
- Motion to approve the Nebraska Content Area Standards for use in all NSCAS Tested areas including:

<https://www.education.ne.gov/contentareastandards/#1727903937099-181bdd32-8b1b>
 English Language Arts
 Mathematics
 Science

Was made by Stock and seconded by Kearns. Roll Call Vote passed 6/0

- Approval of Nebraska Content Area Standards for use in all Non-NSCAS Tested areas including:

<https://www.education.ne.gov/contentareastandards/#1727903937112-ebd56e6c-88f0>
 Fine Arts
 Physical Education
 Social Studies
 World Languages
 Career and Technical Education Programs of Study and
 Career Field Course Standards
 Computer Science and Technology Standards
 English Language Proficiency Standards

Was made by Russell and seconded by Hughbanks. Roll Call Vote passed 6/0.

Motion to enter executive session for the protection of the public's interest and to prevent needless injury to the reputation of individuals to discuss personnel issues and contracts was made by Stock and seconded by Hughbanks. Roll Call Vote passed 6/0.

President Anderson declared the Board in executive session at 9:18 pm.

Motion to exit executive session was made by Stock and seconded by Kearns. Roll Call Vote passed 6/0.

President Anderson declared the Board out of executive session at 10:24 pm.

Action Items

- Motion to approve 2026-27 Principal Contract was made by Russell and seconded by Hughbanks. Roll Call Vote passed 6/0.

President Anderson adjourned the meeting at 10:25 pm.

Next Meeting Date: February 9, 2026