

## Hillsboro Christian Academy Board Meeting

December 8, 2025

Attendance: Tim Baggs, Tom Rhodes, Kim Zornes, David McCollum, Josh Courtney, Chuck Brown, John Moenster, Brian Cassner

Guests: Eric Whitman and Eric Henderson, Eric Baker

Prayer Request, David McCullum opened with prayer, Chuck Brown opened with devotions dealing with the importance of faith and viewing Christmas time as part of the redemption story

Board Minutes: Kim Zornes made the motion to accept the minutes, and Tom Rhodes seconded the motion, and All approved.

### A) Treasurer / Finance Report

- 1) Enrollment - 341
- 2) General Account – \$87,075
- 3) Building Fund - \$5,821
- 4) Athletic Balance - \$6,434
- 5) PTO Balance - \$9,025

Treasurer Report: There were questions about the Lunch line item that needs further information as well as other items in the budget. There were questions about the spreadsheet developed for forecasting future expenses.

### B) Old Business

- 1) The By-Laws changes had a 2<sup>nd</sup> reading and a vote

The votes for the By-Law changes are as follows:

Votes on 1117 Sections A – C: Amendment procedure

Tom: Y    Josh: Y       Kim: Y       John: Y       David: Y       Brian: Y  
Chuck: Y

Votes on Section 1107 Section B: 3 Year term for new applicants

Tom: Y    Josh: Y       Kim: Y       John: Y       David: Y       Brian: Y  
Chuck: Y

Votes on 1111 Section A: Committees

Tom: Y    Josh: Y       Kim: Y       John: Y       David: Y       Brian: Y  
Chuck: Y

Votes on 1110 Section G: Fiscal Year

Tom: Y    Josh: Y       Kim: Y       John: Y       David: Y       Brian: Y  
Chuck: Y

Votes on 1103 Section B: Board Terms

Tom: N    Josh: Y       Kim: Y       John: Y       David: N       Brian: Y  
Chuck: Y

Votes on 1103 Section D: Board Member eligibility

Tom: N    Josh: N       Kim: N       John: Y       David: N       Brian: N  
Chuck: N

Votes on 1104 Section D: Board Member eligibility

Tom: N    Josh: N       Kim: N       John: Y       David: N       Brian: N  
Chuck: N

Votes on 1004 Section B: Deletion of word administrative

Tom: Y    Josh: Y       Kim: Y       John: Y       David: Y       Brian: Y  
Chuck: Y

Discussed replacing the 4 doors in Building C if paid for by donation

Josh Courtney made a motion seconded by Tom Rhodes to hiring Hannah Conley as a 1<sup>st</sup> Grade teacher. The motion passed.

There was discussion about changing the policy of cancelling all extra curricular activities when school was cancelled due to weather. No motion was made to change the policy.

There was discussion about Angela Hardy's doctoral project and there was a consensus that she should submit a formal proposal in writing.

A letter from a parent about why they withdrew their child was discussed with concerns about the lack of follow up about the parent's issues and how they were confronted by Mr. Baggs about what they had put on an anonymous survey.

Adopted a policy for what is and is not acceptable behavior at sporting events.

Executive Session was Called

Executive Session ends with the following resolved:

In late October/ early November in a meeting with the Board President, Mr. Baggs made an unsolicited offer of resignation. He stated that he had it typed up and signed and was deciding whether to submit to the Board. The two discussed it and decided at that time that he would not submit it. Based on this and other information the Board had a consensus to contact Mr. Baggs to let him know that we would accept his resignation or we would move forward with termination. The Board President said that he would speak to him.

Mr. Baggs had designated Lori Cassner as his second in command so it was determined that she would be the one to take over his duties on an interim basis until a new Head of School is hired.

A selection committee was formed with the duties of searching for and screening possible applicants for School Administrator

Determined that the teacher survey be filled out by the staff on December 17<sup>th</sup>.

Certified letter to be sent out to individual about behavior at sporting event

January Devotions – John Moenster

Closing Prayer – Kim

Minutes Submitted by: Brian Cassner