

Special Board Meeting Minutes

December 16th at 7:00pm

All Board members present and well as parents, students, teachers and members of the community.

Board President David McCullum opened the meeting and spoke about his time with HCA and how the school started. Stated that Board meetings have always been open to the public and are posted. Said the Board was present to hear from those we represent. Told everyone that there would be 1 hour for comments and each person would receive 3 minutes to speak. Speakers would be chosen in the order in which they contacted the School through proper channels and if there was time others could speak. No one was required to speak.

David lead the meeting in prayer.

Speakers in order:

Stephanie Cook – Expressed concerns about transparency, conflicts of interest and not knowing they could come to the meetings.

Bethany Ritchie – Has been with HCA for 7 years. She prayed Mr. Baggs into the position and believes he gives encouragement, praise and has staff members backs.

Emily Schelling – New to school, felt like Mr. Baggs had her back. Respected that the Board has its views, continues to pray for what is best.

Steve Sandlin – Commented on the unprofessionalism of the Board and that the Board should be ashamed at how this has been handled.

Daniel Stoltzfus – Had concerns that his being let go was personal or was it something bigger. Concern that staff will leave because this was done during the middle of the school year. Blessed are the peacemakers.

Kevin Swallen – 2 children attend and wife works here. Did not realize he could attend Board Meetings, felt like he has been kept in the dark. His children are always excited to see Mr. Baggs. Worried that this will loose children's trust. Praying about it.

Mike Flowers – Main concern is there is no transparency. Doing this in the middle of the school year will upset people. Should have read minutes from last meeting due to Roberts Rules. This will not blow over.

Nicole Fournier – 2 years as P2 teacher and also a parent. Wanted someone on the Board to explain why this was being done because he has done nothing but good for the school.

David McCullum - spoke to the crowd about how policy enforcement was the main part of the Administrators job and that policies were not being enforced. Also that parents were disregarding policy also. Not to judge us as a Board until you have walked a mile in our moccasins That the school was currently forecasting a money shortfall for the school year. That this is God's school not any one man's including himself.

Jendi Boggus – Spoke about the incident at the basketball game. Felt Mr. Baggs put children first. Mr. Baggs says to do what God tells you and that is what he has done. Felt that people had it out for him.

Meshell McPherson – Mr. Baggs give Grace and Mercy

Amanda Wyatt – Works at school and concerned that she might get blindsided too

Name Not Given – Her daughter wanted to come to the school but what her daughter has had to endure at the school has been unholy but letting Mr. Baggs go is not the answer.

Jaden Henderson – Said he was following the wrong path when Mr. Baggs started in the position, but Mr. Baggs loved on him and helped him to get on the right path. He is Micheal Jordan.

Josh Courtney made the motion and Tom Rhodes seconded the motion to enter Executive Session

Brian Cassner made the motion and John Moenster seconded the motion to exit Executive Session

After 3 hours and 20 minutes of discussion.

The day after the previous Board meeting the Board President and a Board witness met with Mr. Baggs to discuss his resignation. In that discussion Mr. Baggs asked for a severance package along with his resignation. There was also discussion of when his final day would be and the date mentioned was December 31st. On December 11th Mr. Baggs held a meeting with all the HCA staff and stated that he had been asked to resign or be terminated, that his last day would be December 31st and that Lori would be taking over his duties. Mr. Baggs did not consult the Board about the staff meeting or provide the Board with a resignation, and the Board had not yet considered his request for a severance package. The original intent of the December 16th board meeting was for the Board to vote on his severance package request and Lori Cassner's request to keep him on past December 31st. The Board decided to honor our offer to let him resign and added the

requested severance package with his last day being December 18th. Mr. Baggs stated that evening that the Board would have his resignation in hand the next day.

The vote for accepting his resignation with a severance package and his last day being December 18th.

Brian: Y Kim: N Tom: N Charles: Y Josh: Y John: Y

David: N