

Minutes of the Southmont Schools Board of Trustees
Executive Board Meeting ■ Monday, November 11, 2024

I. Call to Order

II. Roll Call

Cody Hargis - Present

Julie Hess - Present

Daryl Hutson - Absent

Jerry Kinkead - Present

Eric Mason - Present

David Reeves - Present

Jake Watson - Present

Superintendent, Dr. Stephanie Hofer - Present

The South Montgomery Community School Board of Trustees met in executive session, pursuant to Indiana Code 5-14-1.5-6.1(b)(9), in order to discuss job performance evaluations of individual employees.

The board discussed no other matter in the executive session other than the subjects listed herein and specified in the public notice.

The meeting adjourned.

Cody Hargis

Daryl Hutson

Superintendent

Jerry Kinkead

Eric Mason

David Reeves

Jake Watson

Minutes of the Southmont Schools Board of Trustees

Regular Board Meeting ■ Monday, November 11, 2024

Executive Session

The South Montgomery Community School Corporation Board of Trustees will met in Executive Session on Monday, November 11, 2024 @ 5:00 p.m. at the Administrative Office located at 6401 S. US 231 South, Crawfordsville, IN 47933, pursuant to I.C. 5-14-1.5-6.1 to discuss job performance evaluation of individual employees.

Public Meeting

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

Cody Hargis	Present	Julie Hess	Present
Daryl Hutson	Absent	Jerry Kinkead	Present
Eric Mason	Present	David Reeves	Present
Jake Watson	Present	Dr. Stephanie Hofer	Present

IV. Welcome and Recognition of Visitors

- Members of the 5th grade at Ladoga were recognized.
- Students and Staff of the Month were recognized.
- Mr. Nehring gave a presentation on school safety.

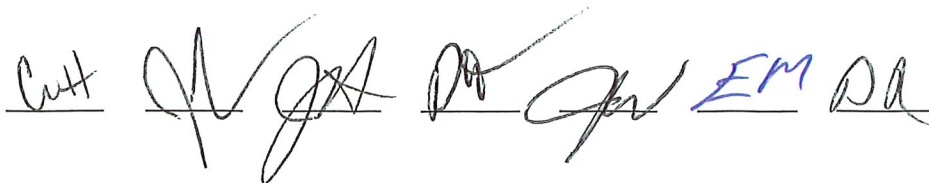
V. Revisions to the Agenda

- Amy Hutchison - Special Education - Walnut Elementary School.

Motion:	Mr. Kinkead	Second:	Mr. Reeves	Vote:	6-0
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VI. Public Comments

- None.

The block contains several handwritten signatures in blue ink. From left to right, they appear to be: 'Cutt', a signature that looks like 'JH', a signature that looks like 'DA', a signature that looks like 'JR', 'EM' (written in blue), and 'DA'.

VII. Consent Agenda:

Minutes of previous meetings

Claims/Payroll

Total: \$1,812,590.59

Personnel:

-Lindsay Nehring - Communities in Schools Site Coordinator - New Market Elementary.

-Approved resignation of Luna Barnett-Elementary Art Teacher - Ladoga/Walnut-effective December 20, 2024.

-Approved resignation of Heather Stegeman - Clinic Assistant - Southmont JH - effective immediately.

-Amy Hutchison - Special Education - Walnut Elementary School.

-Joseph Roarks - Technology Aide.

-Christian Webb - Permanent Sub @ New Market Elementary School.

-Rescinded Juan Grino - Varsity Assistant Wrestling Coach - \$2000.00.

-Ty Welliever - Varsity Assistant Wrestling Coach - \$1000.00.

-Juan Grino - Varsity Assistant Wrestling Coach - \$1000.00.

-Clay Buck - Freshman Boys Basketball Coach - \$1000.00.

-Dan Chadd - Freshman Boys Basketball Coach - \$1000.00.

-Addison Monroe - JH Cheerleading Sponsor - Fall \$750.00/Winter \$750.00.

-Annika Cummins - JH Assistant Cheerleading Sponsor - Volunteer.

-Kayla Barsotti - JH Assistant Cheerleading Sponsor - Volunteer.

-Jason Cottrell - Varsity Assistant Swimming Coach - \$1500.00.

-Rob Reimondo - 6th grade Boys Basketball Coach - \$2000.00.

-Jason Boots - 6th grade Assistant Boys Basketball Coach - Volunteer.

-Desson Hannum - Winter Weight Program - \$1726.00.

-Donations made to Southmont High School in the amount of \$450.00.

VIII.

Motion:	Mr. Watson	Second:	Mr. Mason	Vote:	6-0
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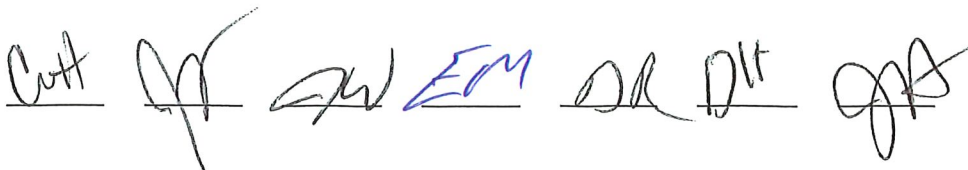
Items for Action

1. Approved Collective Bargaining Agreement 2024-2025.

Motion:	Mr. Reeves	Second:	Mr. Mason	Vote:	6-0
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Mr. Hargis abstained from Kandora Hargis.

2. Approved Classified & Administrators pay raise 2024-2025.

A series of handwritten signatures in black ink, including names like Cott, Reeves, and others, written across the bottom of the page.

Motion:	Mr. Watson	Second:	Mr. Hargis	Vote:	6-0
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Mr. Kinkead abstained from Jessica Dowell.

IX. Report from Superintendent

Dr. Hofer stated her excitement to have the Master Agreement done, and really want to take care of everyone. We want them to feel valued as we do value them.

Celebrations were AWESOME!! Our administrators are just the very best! Veteran's Day programs were fantastic! We want to thank them today, but we are thankful for them everyday!

A moment of silence was held for our veterans.

X. Items for Discussion by the Board

1. None.

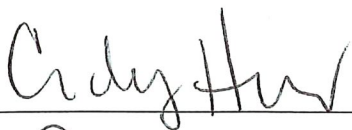

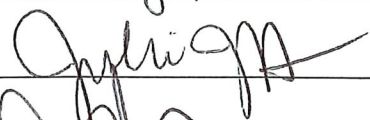



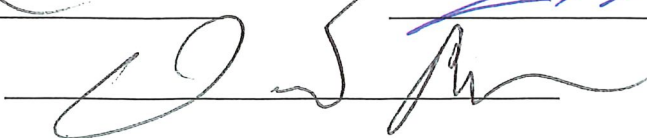
XI. Adjournment

Motion:	Mr. Reeves	Second:	Mr. Watson	Vote:	6-0
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Future Meetings:

December 9, 2024 - Regular Meeting - Corporation Board Room - 6:00 PM

January 13, 2025 - Regular Meeting - Corporation Board Room - 6:00 PM

Minutes of the Southmont Schools Board of Trustees

Executive Board Meeting ■ Monday, November 12, 2024

I. Call to Order

II. Roll Call

Cody Hargis - Present

Julie Hess - Present

Daryl Hutson - Present

Jerry Kinkead - Present

Eric Mason - Present

David Reeves - Present

Jake Watson - Present



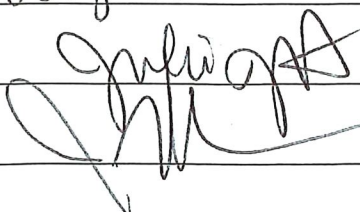



Superintendent, Dr. Stephanie Hofer - Present

Also present at the meeting were Mr. Dan Taylor, Attorney, Mrs. Brooke Busenbark, Southmont Jr. High School Principal and Mrs. Christina Kerns, Southmont Jr. High School Counselor.

The South Montgomery Community School Board of Trustees met in executive session, where authorized by federal or state statute (Indiana Code 5-14-1.5-6.1(b)(1), as provided for in Indiana Code 20-28-7.5-2; and with respect to any individual over whom the Board has jurisdiction, to receive information concerning the individual's alleged misconduct, as provided for in Indiana Code 5-14-1.5-6.1(b)(6).

The board discussed no other matter in the executive session other than the subjects listed herein and specified in the public notice.

The meeting adjourned.

Minutes of the Southmont Schools Board of Trustees

Special Board Meeting ■ Wednesday, November 20, 2024

The South Montgomery Community School Board of Trustees met in special meeting on Wednesday, November 20, 2024 at 9:00 a.m. in the Board Room at the Corporation's Administrative Office located at 6401 South US 231, Crawfordsville, Indiana 47933.

I. Call to Order

II. Roll Call

Cody Hargis	Present	Julie Hess	Present
Daryl Hutson	Present	Jerry Kinkead	Absent
Eric Mason	Present	David Reeves	Present
Jake Watson	Absent	Dr. Stephanie Hofer	Present

III. Public Comment

-None.

IV. Consideration of Cancellation of Christina Kerns Contract.

Mr. Hargis motions to cancel the contract and stated the following.....see attached.

Motion:	Mr. Hargis	Second:	Mr. Reeves	Vote:	5-0
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V. Adjournment.

Motion:	Mrs. Hess	Second:	Mr. Mason	Vote:	5-0
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Julie Hess
Daryl Hutson
Eric Mason
Jake Watson
Dr. Stephanie Hofer
Jerry Kinkead
David Reeves

Motion to Cancel Contract of Christina Kerns

I move that the Board cancel the contract of Christina Kern, and do so based upon the following:

1. The Board received from the Superintendent the preliminary determination of Principal Brooke Busenbark to cancel the contract of Christina Kerns, and the Board received from Dr. Hofer her recommendation that the preliminary determination by Ms. Busenbark be affirmed;
2. The Board received from Ms. Kerns several documents which she claimed supported her position that her contract should not be cancelled;
3. The Corporation provided notice to Ms. Kerns of her rights to private conferences with the Superintendent and the Board, and Ms. Kerns exercised those rights;
4. On November 12, 2024, the Board conducted a private conference and heard evidence from both Ms. Kerns and Dr. Hofer regarding the matter;
5. Based upon the documents presented to the Board and the evidence presented at the private conference, the contract of Ms. Kerns should be cancelled on the legal grounds of insubordination, neglect of duty, and other good or just cause.

Specifically, the preponderance of the evidence presented to the Board shows that;

- a. Ms. Busenbark advised Ms. Kerns that Ms. Kerns needed to obtain from the Indiana Department of Education on or before October 2, 2024 an emergency permit in order to continue in her position as a school counselor.
- b. Ms. Busenbark also advised Ms. Kerns that Ms. Kerns was required to submit to Ms. Busenbark and the Central Office evidence that Ms. Kerns had obtained the permit;

- c. Despite these warnings, Ms. Kerns failed to obtain her emergency permit on or before October 2, 2024;
- d. Ms. Busenbark also advised Ms. Kerns on July 1, 2024 that Ms. Kerns was required to make progress on the coursework required to meet licensing qualifications as a school counselor, but Ms. Kerns failed to make progress toward the coursework.
- e. On September 17, 2024, Ms. Busenbark advised Ms. Kerns that Ms. Kerns was required to provide services to any student issues related to educational needs, complaints, and wellness. After that conference, Ms. Kerns refused to provide services to a student, despite the student's history of self-harm and suicide ideation, failed to investigate suicide threats, failed to conduct threat and risk assessments, failed to meet with students who requested or needed support, failed to communicate with parents, and failed to initiate and implement Section 504 conferences, procedures, and plans.
- f. Ms. Busenbark also reported that on several occasions Ms. Kerns failed to be professional and maintain a professional demeanor with students, staff, and visitors, and Ms. Busenbark reported that Ms. Kerns' communication with Ms. Busenbark was often threatening, insubordinate, disrespectful and otherwise inappropriate. The evidence presented supports this behavior which falls below the expectations of school counselors; and
- g. That based upon these facts and the totality of the evidence presented to the Board, a preponderance of the evidence shows legal grounds for cancellation

exist under Indiana Code §20-28-7.5-1, specifically, insubordination, neglect
of duty, and other good and just cause.

Mr. Chairman, this is my motion.