

Grievance Hearing 04 08 08

Call to Meeting to Order

Grievance

1. [PEA Grievance #218: Charles Williams, Haines City High School](#)

Attachment: [Grievance No 218 WILLIAMS.pdf](#)

Minutes:

Lee Littlefield, PEA Representative, reported that the facts of the grievance are not being disputed. However, Mr. Williams was on campus prior to the teachers' work day to deliver lesson plans to cover the days of his suspension.

Don Wilson, Superintendent's Legal Representative reported that this is a blantant disregard to administrative authority. Principal Elmore and Mr. Williams had discussed whether he could deliver lessons plan and he was told that he was not to be on campus during the suspension.

Dr. Reddout, Mrs. Lofton and Mrs. Fields commented on the bad judgement used by Mr. Williams even if it was for the benefit of his students.

Mr. Harris stated the question for him is whether a three day suspension was the appropriate penalty for Mr. Williams' disregard of Mrs. Elmore's authority.

Dr. Reddout commented she felt Mr. Williams has been penalized enough and that the three days' pay be reimbursed to him.

Mr. O'Reilly reported that Mr. Williams was advised by his principal that he should not be on campus during the 5 day suspension. He chose not to take her advice.

Mrs. Cunningham stated that based on the information provided by Mr. Williams, she could not uphold the Superintendent's recommendation.

Mr. Harris suggested a compromise of 3 days with pay. The suspension has already been served.

Mrs. Sellers stated that principals' directives cannot be ignored. Mr. Williams made a bad decision.

Mr. Bridges commented that the Board must make the decision on the 3 day suspension; it is reasonable to infer that a suspension means that you cannot come on campus; just as it is for students. Mr. Williams had actual notice to not be on campus.

Ron Ciranna, Assistant Superintendent of Human Resource Services, reported that days without pay are taken very seriously and that there are prior disciplinary steps that precede the action.

Motions:

Motion to uphold suspension but with pay. -

Vote Results

Motion: Brenda Reddout

Second: Tim Harris

Tim Harris -

Frank O'Reilly -

Brenda Reddout -

Hazel Sellers -

Margaret Lofton -

Lori Cunningham -

Kay Fields -

Motion Minutes:

Mrs. Lofton reported she could not support the motion.

Mr. Harris requested that Principal Elmore speak on the reasons for the second suspension.

Mrs. Elmore reported that there had been an attendance history (tardies that caused instances of unsupervised students) with Mr. Williams previously. Mr. Williams had three

days before the first day of school to prepare lessons plans prior to his suspension.

Mr. Harris and Dr. Reddout withdrew their motion and second.

Motions:

Motion to deny Grievance 218, Charles "Chuck" Williams. - PASS

Vote Results

Motion: Hazel Sellers

Second: Margaret Lofton

Lori Cunningham - Nay

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Frank O'Reilly - Aye

Brenda Reddout - Aye

Hazel Sellers - Aye

Motion Minutes:

Adjournment

Meeting adjourned at 4:08 PM. Minutes were approved and attested this 13th day of May, 2008.

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Lori Cunningham, Chairman

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Gail F. McKinzie, Ph. D., Superintendent