



# Hernando School District

## School Board Regular Meeting

### Minutes - Draft

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Tuesday, March 11, 2025

6:00 PM

District Office-Board Room  
919 N. Broad Street  
Brooksville, FL

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#### CALL TO ORDER

**Present:** Board Chair Shannon Rodriguez  
Vice Chair Mark Johnson  
Board Member Michelle Bonczek  
Board Member Susan Duval  
Board Member Kayce Hawkins

*The Meeting was called to order at 6:04 P.M. Also present were school board attorney, Lori Smith-Lalla and Superintendent, Ray Pinder.*

#### REFLECTION

by Mark Johnson, Vice Chair

#### PLEDGE OF ALLEGIANCE by Central High School

Kelly Slusser, Principal, came forward to spotlight Central High school.

#### ADOPTION OF AGENDA

1. [25-2888](#) Approval to adopt the agenda dated 3/11/2025.

**RESULT:** ADOPTED

**MOVER:** Mark Johnson

**SECONDER:** Susan Duval

**AYES:** Rodriguez, Johnson, Bonczek, Duval, Hawkins

#### ELECTED OFFICIALS

*No one came forward to speak on this item.*

#### STUDENT REPRESENTATIVE TO THE BOARD, Santiago Pinkney

2. [25-2889](#) Student Representative, Santiago Pinkney of F.W. Springstead High School, to Share an Update of School Related Activities and Events with the Board

**PRESENTATIONS**

3. [25-2786](#) Recognition of the March HCSD Veteran

**Attachments:** [Budget Sheet - NO Financial Impact](#)

*Karen Jordan, Director of Communications came forward to introduce this item. Dana Pearce, Principal of Springstead High School recognized Bret Bemis as the district's Veteran of the Month.*

Presentation by Vice Chair, Mark Johnson

*Mr. Johnson came forward to announce the winners of the SAR art contest.*

4. [25-2870](#) Recognition of the 36th Annual Florida Future Educators of America (FFEA) Conference Attendees

**Attachments:** [Budget Sheet Sept 2021 Revised NO Financial Impact ACC](#)

*Beth Lastra, Supervisor of College and Career Programs, came forward to present this item.*

**APPROVAL OF THE MINUTES**

5. [25-2890](#) Approval of the Minutes from the Student Expulsion Appeal Hearing, Workshop and Regular School Board Meeting of 2/25/2025.

**Attachments:** [02-25-25 Student Expulsion Appeal Minutes DRAFT with links](#)  
[02-25-25 Workshop Minutes DRAFT with links](#)  
[02-25-25 Meeting Minutes DRAFT with links](#)

**RESULT:** ADOPTED

**MOVER:** Mark Johnson

**SECONDER:** Kayce Hawkins

**AYES:** Rodriguez, Johnson, Bonczek, Duval, Hawkins

**EXPULSION RECOMMENDATIONS**

6. [25-2864](#) Enter a Final Order Expelling the Student in Case No. E2025-02-02 from school for one (1) year.

**Attachments:** [Budget Sheet NEW Nov-2021-ACC No Impact](#)

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Michelle Bonczek

**AYES:** Rodriguez, Johnson, Bonczek, Duval, Hawkins

**CITIZEN INPUT ON AGENDA ITEMS (GREEN FORMS)**

7. [25-2891](#) Citizen Input on agenda items (Green Form)

**Attachments:** [Citizen Input Speaker Green Form 031424 ACC](#)

*Lori Smith-Lalla, School Board Attorney read the instructions for this item. Tina Vieira came forward to speak on item #19. 25-2896 .*

### **ADOPTION OF CONSENT AGENDA (Item # 8-30)**

*The following agenda items were removed from the consent agenda for discussion:*

*18. 25-2884: Approve the Overnight Field Trip for David Cazanias, F.W. Springstead High School to Miami, Florida for a Baseball Competition Field Trip from March 20, 2025 through March 22, 2025. This item was pulled by Susan Duval.*

*24. 25-2838: Approve the Closeout/Final Acceptance to the contract with JE Dunn Construction Company for HVAC Replacement Phase 2 at Brooksville Elementary School and authorize final payment in the amount of \$121,894.92. This item was pulled by Kayce Hawkins and Shannon Rodriguez.*

*25. 25-2856: Approve the Second Amendment to the Agreement with J. E. Dunn Construction Co., for construction goods and services for the 30 Classroom Addition for Winding Waters K-8/Weeki Wachee High School and authorize the purchase of construction goods and services for \$18,989,952.00. This item was pulled by Kayce Hawkins.*

**RESULT: APPROVED THE CONSENT AGENDA**

**MOVER:** Michelle Bonczek

**SECONDER:** Mark Johnson

**AYES:** Rodriguez, Johnson, Bonczek, Duval, Hawkins

### **Personnel Recommendations**

8. [25-2875](#) Approval of the Personnel Recommendations

**Attachments:** [24-25 BOARD AGENDA MARCH 11 2025](#)  
[3.11.25 BOARD AGENDA - CORE OOF](#)  
[3.11.25 BOARD AGENDA - ESOL](#)  
[3.11.25 BOARD AGENDA - LTS OOF](#)  
[2025 Inst. Supplements & Differentiated Pay for 3-11-25](#)  
[2025 Noninst., PTS & Adm. Supplements for 3-11-25](#)

### **All Other Teaching & Learning Agenda Items**

9. [25-2845](#) Approve out of state field trip for WWHHS Vocal Music Department to New York City, NY to attend Carnegie Hall on April 10, 2025 to April 14, 2025.

**Attachments:** [Carnegie SB letter](#)  
[Carnegie TDLs](#)  
[Carnegie budget](#)

10. [25-2853](#) Approve an out of state field trip for Central High School NJROTC Cadets to Pelham, AL, for Navy National Orienteering Championship on March 13 - March 17, 2025.
- Attachments:** [CSH 031325 Summary](#)  
[Budget Sheet - CHS 031325](#)
11. [25-2854](#) Approve an overnight field trip for Central High School NJROTC Cadets to Mayport, FL, for NJROTC Navy Firefighting/Aviation Training, on March 27 - March 29, 2025.
- Attachments:** [CHS 032725 Summary](#)  
[CHS 032725 Budget Sheet](#)
12. [25-2862](#) Approve overnight field trip for Lori Howie, Hernando High School's FBLA Club advisor to attend the 2025 FBLA state conference to be held at the Hilton Orlando located in Orlando, Florida with the eight HHS FBLA state winners to compete for nationals from March 28, 2025 until March 31, 2025.
- Attachments:** [2025 HHS FBLA Conf Budget Sheet](#)
13. [25-2876](#) Approve the Affiliation Agreement Between Central High School (CHS), F.W. Springstead High School (SHS), and Nature Coast Technical High School (NCTHS) and HCA Health Services of Florida, Inc. d/b/a HCA Florida Oak Hill Hospital
- Attachments:** [CHS SHS NCTHS and HCA Florida Oak Hill Hospital Aff Agreement](#)  
[Budget Sheet Sept 2021 Revised NO Financial Impact ACC 1](#)
14. [25-2878](#) Approve Field Trip for Hernando County School District Students to Attend the 2025 Florida State Science and Engineering Fair that will be held at Lakeland, Florida from March 25 - 27, 2025
- Attachments:** [2025 FL SSEF Agenda](#)  
[Budget Sheet FL SSEF Field Trip](#)
15. [25-2879](#) Approve the Overnight Field Trip for Leah Huston, F.W. Springstead High School to Daytona Beach, Florida to attend the 2025 Winter Guard FFCC Championship from March 27, 2025 through March 28, 2025.
- Attachments:** [SHS Leave of Absence Form - 2025 Winter Guard Finals Competition](#)  
[Budget Sheet - 2025 Winter Guard FF CC Championship](#)
16. [25-2880](#) Approve the Overnight Field Trip for Maira Garcia, F.W. Springstead High School to Orlando, Florida for the 2025 Florida State Spanish Conference from April 17, 2025 through April 19, 2025.
- Attachments:** [SHS Leave of Absence Form - 2025 Florida State Spanish Conference](#)  
[Budget Sheet - 2025 Florida State Spanish Conference](#)
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17. [25-2883](#) Approve the Overnight Field Trip for Leah Huston, F.W. Springstead High School to Orlando, Florida for the 2025 Marching Band Universal Studios Field Trip from March 15, 2025 through March 17, 2025.

**Attachments:** [SHS Leave of Absence Forms - 2025 Marching Band Universal Field Trip](#)  
[Budget Sheet - 2025 Marching Band Universal Field Trip](#)

19. [25-2896](#) Approve an overnight field trip for Nature Coast Technical High School to Orlando, FL to attend the FBLA State Leadership Conference on 3/28/25 - 3/31/25.

**Attachments:** [VIERA BUDG STRIP](#)

#### All Other Business Services Agenda Items

##### Job Descriptions

20. [25-2871](#) Approve the attached job descriptions for Director of Labor Relations and Professional Standards and Director of Human Resources.

**Attachments:** [Director of Labor Relations & Professional Standards - STRIKE](#)  
[Director of Labor Relations & Professional Standards - CLEAN](#)  
[Director of Human Resources - STRIKE](#)  
[Director of Human Resources - CLEAN](#)  
[Budget Sheet](#)

#### All Other Support Operations Agenda Items

21. [25-2863](#) Approve out of state travel for Jim Lipsey to Costa Mesa, California to attend the School Planning Conference on June 9 -13, 2025.

**Attachments:** [25-2863 SPC25 Registration & Agenda](#)  
[25-2863 SPC25 Itinerary & Cost](#)  
[25-2863 Temp Duty Approval](#)  
[25-2863 Budget Sheet Out of State Travel J Lipsey](#)

**All Other Purchase Order/Bid Agenda Items**

22. [25-2825](#) Approve the agreement with Franklin Covey for The Leader in Me Program for implementation district-wide and authorize the purchase of goods and services for an estimated spending of \$650,000.00 through fiscal year 2027-2028.
- Attachments:** [Handout by M. Schlechter](#)  
[25-2825 LiM Presentation](#)  
[25-2825 MRA Samples-Spring-2024-en\\_Redacted](#)  
[25-2825 MRA Samples](#)  
[25-2825 K8 Process Map](#)  
[Franklin Covey Contract](#)  
[Implementation and Evaluation Plan LiM](#)  
[Franklin Covey Terms and Conditions](#)  
[Franklin Covey Standard Addendum](#)  
[25-2825 TLIMGrantAward](#)  
[25-2825 Franklin Covey Financial Breakdown with Funding Sources](#)  
[25-2825 Franklin Covey Budget Sheets](#)
23. [25-2829](#) Award RFQ #9009-2412-0004, Continuing Geotechnical & Material Testing Engineering Services, to Professional Services Industries, Inc. and Terracon Consultants, Inc., for geological and material testing engineering services for miscellaneous projects to be awarded on an ongoing basis, and authorize the purchase of said services for an estimated annual amount of \$100,000.00 using various funds.
- Attachments:** [25-2829 RFQ Geo Tech Engineer Cont Service FINAL](#)  
[25-2829 Geotechnical & Material Testing Svcs AWARD](#)  
[25-2829 PSI C103 Signed with Attachments](#)  
[25-2829 Terracon C103 Signed with Attachments](#)  
[25-2829 Budget Sheet Geotechnical & Materials Testing Service](#)
26. [25-2857](#) Approve the Amendment to the Agreement with J. E. Dunn Construction Co., for construction goods and services for HVAC Replacement for Springstead High School and authorize the purchase of construction goods and services for \$9,889,598.00.
- Attachments:** [25-2857 SHS GMP Amendment JED signed with Attachment](#)  
[25-2857 Budget Sheet SHS HVAC Replacement GMP Amendment](#)
27. [25-2868](#) Approve the renewal of the Piggyback of OMNIA Partners, Region 4 Education Service Center, Contract No. R201202: Audio Visual Equipment, Accessories and Services, awarded to B&H Foto and Electronics Corp. dba B&H, and authorize the purchase of goods and services for an estimated annual spending of \$500,000.00.
- Attachments:** [Purchasing Agenda Item](#)  
[Budget Sheet](#)
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28. [25-2872](#) Approve the renewal of the piggyback of Pinellas County School District, Bid No. 24-031-096, HVAC Filters & Frames, awarded to Andrews Filter & Supply Corporation and authorize the purchase of goods for an estimated annual spending amount of \$ 60,000.00.

**Attachments:** [24-031-34 PB RN HVAC Filters & Frames \(03-11-25\)](#)  
[HVAC Filters Budget Sheet Feb 2025](#)

29. [25-2874](#) Approve the piggyback of OMNIA Partners, Region 4 Education Service Center, RFP No. 24-08: Maintenance, Repair and Operations, (MRO) Supplies, Equipment and Related Products and Services, awarded to multiple vendors, and authorize the purchase of goods and services for an estimated annual amount of \$ 325,000.00

**Attachments:** [25-968-30 PB MRO \(03-11-25\)](#)  
[MRO Budget Sheet 2025](#)

30. [25-2894](#) Approve the Purchase of 1,111 AICE Cambridge International Exams for the 2024-2025 School Year from Cambridge International and Issuance of Purchase Orders in an Estimated Amount of \$134,597.65

**Attachments:** [AICE GP Exam Costs](#)  
[Budget Sheet AICE](#)

#### ITEMS REMOVED FROM CONSENT AGENDA FOR ACTION

18. [25-2884](#) Approve the Overnight Field Trip for David Cazan, F.W. Springstead High School to Miami, Florida for a Baseball Competition Field Trip from March 20, 2025 through March 22, 2025.

**Attachments:** [SHS Leave of Absence Form - SHS Varsity Baseball Miami Field Trip](#)  
[Budget Sheet - SHS Baseball Miami Field Trip](#)

**RESULT:** ADOPTED

**MOVER:** Mark Johnson

**SECONDER:** Kayce Hawkins

**AYES:** Rodriguez, Bonczek, Hawkins

**NAYS:** Johnson, Duval

*This item was pulled for discussion by Susan Duval. Ms. Duval addressed her concerns with this trip.*

24. [25-2838](#) Approve the Closeout/Final Acceptance to the contract with JE Dunn Construction Company for HVAC Replacement Phase 2 at Brooksville Elementary School and authorize final payment in the amount of \$121,894.92.

**Attachments:** [25-2838 Certificates of Substantial Completion](#)  
[25-2838 OEF 209 Certificate of Final Inspection](#)  
[25-2838 Final Reconciling Change Order](#)  
[25-2838 Final Application for Payment and Release of Lien](#)  
[25-2838 Budget Sheet BES HVAC Phase II Close Out](#)

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Mark Johnson

**AYES:** Rodriguez, Johnson, Bonczek, Duval, Hawkins

*This item was pulled for discussion by Kayce Hawkins and Shannon Rodriguez. Mrs. Hawkins stated that she would like our maintenance department to complete regular inspections before the warranty expires. Brian Ragan, Director of Facilities and Construction came forward to answer questions addressed by the board. He explained how the inspections are currently performed. Mrs. Rodriguez asked for Mr. Ragan to explain the cost.*

25. [25-2856](#) Approve the Second Amendment to the Agreement with J. E. Dunn Construction Co., for construction goods and services for the 30 Classroom Addition for Winding Waters K-8/Weeki Wachee High School and authorize the purchase of construction goods and services for \$18,989,952.00.

**Attachments:** [25-2856 GMP Amendment 2 Final Signed with Attachment](#)  
[25-2856 Budget Sheet WWK8 & WWHS 30 Classroom Addition Amendment 2](#)

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Susan Duval

**AYES:** Rodriguez, Johnson, Bonczek, Duval

**NAYS:** Hawkins

*This item was pulled for discussion by Kayce Hawkins. Brian Ragan, Director of Facilities and Construction came forward to answer questions addressed by the board. Mrs. Hawkins stated that she is going to vote no on this item. Mrs. Rodriguez asked Mr. Ragan to explain what would happen if this item fails. Mr. Ragan stated that they would have a set of plans that could be used in the future, however, there would be additional costs for the plans to be re-worked. Mr. Pinder stated that the cost is within the state's average cost.*

## ADDENDUM ITEMS



**CITIZEN INPUT ON GENERAL TOPICS (PINK FORMS)**

31. [25-2892](#) Citizen Input on Hernando County School issues on which the School Board customarily takes action (Pink Form - non-agenda items)

**Attachments:** [Citizen Input Speaker Pink Form 031424 ACC 03-11-25 Handout by Holly Record-Citizens](#)

*Lori Smith-Lalla, School Board Attorney, read the instructions for this item. The following citizens came forward to speak: Holly Record, Kimberly Mulrooney, Diane Liptak, Mary Mazzuco, and Pam Everett.*

**INFORMATIONAL AGENDA ITEMS**

**GENERAL COUNSEL**

**SCHOOL BOARD COMMENTS**

*The board made comments on rezoning, spring break, field trips, dedicated principals, and being passionate board members. Mr. Pinder also shared comments on committee volunteers, rezoning and building.*

**ADJOURNMENT**

*The Meeting adjourned at 8:11 P.M.*

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**Superintendent**

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**Board Chair**

Mission Statement

The Hernando County School District Collaborates with students, parents and other community stakeholders to effectively prepare all students for a successful transition into a diverse and changing world.

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