



Hernando School District

School Board Workshop

Minutes - Draft

Tuesday, April 22, 2025

2:00 PM

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

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 Workshop was called to order at 2:02 P.M. Also present were Kristin Ottinger, School Board Attorney, and Ray Pinder, Superintendent.

PRESENTATIONS

1. [25-2944](#) Presentation on the Adoption and Purchase of English Language Arts (ELA) Instructional Materials

Attachments: [ELA Adoption Workshop Presentation](#)
[BAFL 2026 Narrative](#)
[myPerspectives FL 2026 Program Description](#)
[Study Sync One-pager Hernando](#)
[Budget Sheet ELA Textbook Adoption](#)

Tiffany Howard, Director of Elementary Programs, came forward to present this item. Ms. Duval asked if they can get the teacher ratio down a little for middle school. Mrs. Howard explained that the ratio in middle school is a little bit higher because those teachers teach approximately 120 students. High school is similar. Mr. Johnson stated that he went on to Study Sync's website and he has concerns regarding some of the statements, that include an "unmatched selection of text from authors with diverse cultural backgrounds and gender identities". He stated that he is hoping that the McGraw Hill that we are using is approved by FLDOE. Mrs. Howard confirmed that it is. Mr. Pinder stated that we should have enough teacher editions for the inclusion classrooms as well. In regard to training, Ms. Duval asked if teachers can take the training before pre-school week. It was explained that we can look into it, but it would need to be voluntary, but they can look into it. A brief discussion took place on the cost of the previous adoption four (4) years ago.

2. [25-2937](#) Board Discussion of the Superintendent's Evaluation

Attachments: [Superintendent Evaluation Timeline 2024-25 as of 02-25-25](#)
[FINAL Evaluation Tool 03-29-16 ACC](#)
[Rubric-Blank 2024-25](#)
[Pinder Superintendent Contract 062524](#)
[Budget Sheet Sept 2021 Revised NO Financial Impact ACC](#)
[Rodriguez Eval 2025](#)
[Johnson Eval 2025](#)
[Bonczek Eval 2025](#)
[Duval Eval 2025](#)
[Hawkins Eval 2025](#)
[2025 Overall Rating](#)

Mr. Johnson stated that there have some workshop requests made by the board and he felt that they have not made it back before them in a timely basis. He stated that was the only deficiency he saw and other than that, he rated Mr. Pinder between outstanding and proficient.

Mrs. Rodriguez asked for a breakdown of administrative employees since Mr. Johnson keeps bringing up that the district is top-heavy and board members want to make sure we are hiring appropriately. Mrs. Rodriguez stated that the evaluations from the board has shown that everyone agrees that Mr. Pinder has performed well.

Mrs. Hawkins stated how she thought it was unfair that she had to be responsible to evaluate the superintendent when she just took her seat in November. She read the comments from her evaluation. Mrs. Hawkins suggested a follow up report (possibly monthly) on matters of concerns or suggestions made during informal meetings to make sure everyone remains informed. Mr. Pinder stated that this can be done as he already tracks this information.

Mrs. Rodriguez stated that it has been a pleasure working with Mr. Pinder. He has implemented things that needed to happen in our district. She also stated that they have open communication and that he is very accessible. Mrs. Rodriguez listed accomplishments made by Mr. Pinder.

Mrs. Bonczek stated that she did give Mr. Pinder is evaluation and she rated him outstanding in all but two (2) categories. She stated that with Mr. Pinder as our superintendent, our schools will do great things.

Ms. Duval explained that this year's evaluation was done now, was because Mr. Pinder was on a one (1) year contract. When you have a multi-year contract, it would happen in the fall when the board can have all the data needed.

The board discussed the term of the next contract and agreed to offer a multi-year contract to Mr. Pinder. Mrs. Rodriguez stated that she will work on negotiations and as part of that be looking at other districts. She will bring back a favorable proposed agreement for a vote at the May 6th board meeting. Ms. Duval stated that she would to

see a three (3) year contract. A brief discussion took place on the potential change to an elected superintendent position. Mrs. Ottinger stated that she will contemplate verbiage during the negotiations. All board members agreed to offer a multi-year contract. Members and the Superintendent stated that the typical contract term is three (3) years with a renewal clause. Discussion took place on allocations and dress code.

GENERAL COUNSEL**ADDENDUM ITEMS****GOOD OF THE ORDER/BOARD DISCUSSION****School Board Comments**

Mr. Johnson mentioned that he has forwarded some security magazines to Mr. DeRespiris and hopes that he will look into some products on weapon detection.

ADJOURNMENT

The Workshop adjourned at 3:13 P.M.

Superintendent

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.
