



Hernando School District

Employee Disciplinary Appeal Hearing

Minutes - Final

Tuesday, January 13, 2026

9:30 AM

**District Office-Board Room
919 N. Broad Street
Brooksville, FL 34601**

CALL TO ORDER

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

This meeting was called to order at 9:35 A.M. The following individuals were in attendance:

Kayce Hawkins, Board Chair

Shannon Rodriguez, Vice Chair

Michelle Bonczek, Board Member

Susan Duval, Board Member

Mark Johnson, Board Member

Ray Pinder, Superintendent

Robert Meyers, School Board Attorney (Telephonically)

Kelly Pogue, Executive Office Manager to the School Board and General Counsel

Kelly Padilla, Executive Office Manager to the Superintendent

Matt Goldrick, Director of Labor Relations and Professional Standards

Caroline Mockler, Stall Counsel

Stephanie Sauvageot, Assistant Principal of PGES

Heather Baldwin, Confidential Secretary of PGES

Tony Durand, Attorney for Respondent

Thomas Kelly, Employee

Kim Hudson, Executive Director of FEA

All parties were sworn in.

EMPLOYEE DISCIPLINE APPEAL HEARING

1. [26-3535](#) Disciplinary Hearing Regarding Three Day Suspension Without Pay for Thomas Kelly Completed November 3-5, 2025

Attachments: [Business Records Declaration signed](#)
[Budget Sheet Sept 2021 Revised NO Financial Impact ACC](#)

RESULT: **ADOPTED**

MOVER: Michelle Bonczek

SECONDER: Mark Johnson

AYES: Board Chair Hawkins, Vice Chair Rodriguez, Board Member Bonczek,
Board Member Duval, and Board Member Johnson

Both parties were heard. Motion to uphold the Superintendent's recommendation for the discipline of Thomas Kelly for misconduct for three (3) days suspension without pay.

ADJOURNMENT

This meeting was adjourned at 10:34 A.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.
