



# Hernando School District

## Employee Disciplinary Appeal Hearing

### Minutes - Final

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Tuesday, January 13, 2026

9:30 AM

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

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#### 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.*

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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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