



# Hernando School District

## Employee Disciplinary Appeal Hearing

### Agenda - 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

#### 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](#)

#### ADJOURNMENT

#### 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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# Hernando School District

## Employee Disciplinary Appeal Hearing

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**Agenda Item # 1. 26-3535**

1/13/2026

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**Title and Board Action Requested**

Disciplinary Hearing Regarding Three Day Suspension Without Pay for Thomas Kelly Completed November 3-5, 2025

**Executive Summary**

The Director of Labor Relations & Professional Standards, on behalf of the Superintendent of Schools, hereby requests the Board uphold the recommendation by the Superintendent for the discipline of Thomas Kelly for misconduct of three (3) days suspension without pay. Thomas completed the suspension, according to our typical protocol, November 3-5, 2025, and will have his pay deducted for those days after this appeal. Thomas Kelly requested an appeal to the suspension within the specified time frame

**My Contact**

Matthew Goldrick  
Director of Labor Relations & Professional Standards  
919 North Broad Street  
Brooksville, FL 34601  
goldrick\_m@hcsb.k12.fl.us  
352-7979-7000 ext. 70451

**2023-28 Strategic Focus Area**

Priority 2: Talent Management

**Financial Impact**

See attached budget sheet.

If expenditure is not currently budgeted, this will serve as the budget amendment when Board approved. If the agenda item includes the purchase of goods or services, the funds requested are an anticipated amount and may fluctuate depending on such factors as current market conditions, product availability, additional funding sources, and the needs of the District. Should the actual cost exceed the anticipated amount, the Board approves the additional cost, after review by the superintendent, but not in excess of the funds available in the site's approved annual budget.

EMPLOYEE DISCIPLINARY PROCEEDINGS  
HERNANDO COUNTY SCHOOL BOARD  
HERNANDO COUNTY, FLORIDA

IN RE:

THOMAS KELLY  
(Support Personnel)

BUSINESS RECORDS DECLARATION


I, Alexis Brown, a duly authorized representative of Hernando County Public Schools hereby declare the following:

1. This declaration is a certification of business records pursuant to section 90.803(6), Florida Statutes.
2. I am over the age of 18, and I make this Declaration from my personal knowledge.
3. I am a records custodian for Hernando County Public Schools.
4. The records produced are part of the business records of Hernando County Public Schools.
5. The Records are created and maintained in the course of regularly conducted business activity of Hernando County Public Schools.
6. The Records were made at or near the time of the transactions and events reflected.
7. Hernando County Public Schools creates and maintains the Personnel Records as part of its regular business practices.
8. I hereby certify, in conformity with sections 90.803(6)(a) and (c) and 90.902(11), Florida Statutes, that the attached Records are true and correct copies of the originals.

VERIFICATION

Pursuant to section 92.525, Florida Statutes, under penalties of perjury, I declare that I have read the foregoing declaration and the facts stated in it are true.

Dated:

  
Signature

Alexis Brown  
Printed Name

**B. Item Currently Not Budgeted -\*\***

Funding Source \_\_\_\_\_

Account Name \_\_\_\_\_

Account Number \_\_\_\_\_

Fund                      Function                      Object                      Cost Center                      Project                      Sub Project

Amount \$ \_\_\_\_\_

**C. History**

Check one:

**Prior Year Budget:** ☐

**New for Current Year:** ☐

Prior Year Approved Budget: \$ \_\_\_\_\_

Prior Year Actual Spent: \$ \_\_\_\_\_

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