



# Hernando School District

## Organizational & Regular School Board Meeting

### Minutes - Draft

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Tuesday, November 19, 2024

10:00 AM

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 10:00 A.M. with Ray Pinder, Superintendent presiding. Also in attendance was David Delaney, School Board Attorney.*

1. [25-2661](#) Administration of the Oath of Office by the Honorable Doug Chorvat to Mrs. Kayce Hawkins and Mrs. Michelle Bonczek.

*Doug Chorvat, Clerk of the Court, administered the Oath of Office to newly elected board members, Michelle Bonczek and Kayce Hawkins.*

#### REFLECTION

by Ray Pinder, Superintendent

#### PLEDGE OF ALLEGIANCE

#### ADOPTION OF AGENDA

2. [25-2662](#) Approval to adopt the agenda dated 11/19/2024.

**RESULT:** ADOPTED AS AMENDED

**MOVER:** Shannon Rodriguez

**SECONDER:** Mark Johnson

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

*Mr. Pinder stated that he found good cause to allow for the deletion of agenda item # 15. 25-2656: Enter a Final Order Expelling the Student in Case No. E2025-10-08 for one (1) academic school year.*

**REORGANIZATION OF THE SCHOOL BOARD**

3. [25-2663](#) Election of a Chairperson to the School Board

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Susan Duval

**AYES:** Board Member Bonczek, Board Member Duval, Board Member Hawkins, and Board Chair Rodriguez

**NAYS:** Vice Chair Johnson

*Mr. Pinder introduced this item and asked for nominations for a new board chair. Mrs. Rodriguez nominated herself. No other nominations were received.*

4. [25-2664](#) Election of a Vice Chairperson to the School Board

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Michelle Bonczek

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

**NAYS:** Board Member Duval

*Mr. Pinder introduced this item and asked for nominations for a new vice chair. Mrs. Hawkins nominated Mr. Johnson. No other nominations were received. Mr. Pinder passed the gavel to Mrs. Rodriguez, Board Chair.*

*The board recessed at 10:16 A.M. and reconvened at 10:21 A.M*

**SCHEDULING OF DATE AND TIME FOR REGULAR MEETINGS OF THE SCHOOL BOARD**

5. [25-2665](#) Approval of the Schedule of Regular School Board Meetings from December 2024 through the Organizational Meeting in November 2025.

**Attachments:** [TENTATIVE School Board Meetings as of 081224](#)

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

*Mr. Johnson asked for the December meeting to be changed. Motion to amend the schedule from December 10th to December 17th. Motion fails for the lack of a second.*

*Mr. Johnson would like to see the return of the Informal Meetings. Motion to amend the schedule to include Informal Meetings at 1 PM on the first meeting of the month. Motion seconded by Kayce Hawkins. Motion to amend passes 5-0.*

**APPOINTMENTS**

6. [25-2666](#) Designate School Board Members to serve on various committees.

**Attachments:** [Board Committee List Nov 2024 for discussion](#)

**RESULT:** ADOPTED

**MOVER:** Kayce Hawkins

**SECONDER:** Mark Johnson

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

*The Board discussed various committee assignments.*

**RECESS REORGANIZATION MEETING**

*The Board recessed the Organizational & Regular School Board Meeting at 11:04 A.M.*

**ANNUAL MEETING OF THE HERNANDO COUNTY SCHOOL BOARD LEASING CORPORATION**

**Call to Order of the Annual Meeting of the Hernando County School Board Leasing Corporation**

*The Leasing Corp. Meeting was called to order at 11:04 A.M.*

7. [25-2667](#) Approval of the Minutes from the 11/14/23 Meeting of the Hernando County School Board Leasing Corp.

**Attachments:** [11-14-23 Org & Regular Minutes DRAFT with links - Leasing Corp High-lighted](#)

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

8. [25-2668](#) Appointment of the New School Board Chairperson to Become the President to the Leasing Corporation.

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

9. [25-2669](#) Appointment of the New School Board Vice Chairperson to Become the Vice President to the Leasing Corporation

**RESULT:** ADOPTED

**MOVER:** Mark Johnson

**SECONDER:** Susan Duval

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

10. [25-2670](#) Motion to Adjourn the Annual Meeting of the Hernando County Leasing Corporation

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

*The Leasing Corp. Meeting adjourned at 11:06 A.M.*

#### RECONVENE THE REORGANIZATION MEETING

*The Organizational and Regular School Board Meeting was reconvened at 11:07 A.M.*

#### ELECTED OFFICIALS

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

#### APPROVAL OF THE MINUTES

11. [25-2671](#) Approval of the Minutes from the Workshop and Regular School Board Meeting of 10/22/2024.

**Attachments:** [10-22-24 Workshop Minutes DRAFT with links](#)  
[10-22-24 Meeting Minutes DRAFT with links](#)

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

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**PUBLIC HEARING ITEMS (WHITE SPEAKER FORMS)**

12. [25-2190](#) Public Hearing and Final Approval of the Neola Policy Special Update March 2024. This item was tentatively approved at the October 22, 2024, Board Workshop.

**Attachments:** [Special Update March 2024 Workshop](#)  
[Budget Sheet Sept 2021 Revised NO Financial Impact ACC](#)

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

**NAYS:** Board Chair Rodriguez

*Mr. Delaney read the instructions for this item. No one came forward to speak.*

**EXPULSION RECOMMENDATIONS**

13. [25-2654](#) Enter a Final Order Expelling the Student in Case No. E2025-10-06 for the remainder of the 2024-25 school year.

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

**RESULT:** ADOPTED

**MOVER:** Mark Johnson

**SECONDER:** Kayce Hawkins

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

14. [25-2655](#) Enter a Final Order Expelling the Student in Case No. E2025-10-07 for the remainder of the 2024-25 school year.

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

**RESULT:** ADOPTED

**MOVER:** Susan Duval

**SECONDER:** Mark Johnson

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

15. [25-2656](#) Enter a Final Order Expelling the Student in Case No. E2025-10-08 for one (1) academic school year.

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

*This item was deleted from the agenda.*

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

**16. [25-2672](#) Citizen Input on agenda items (Green Form)**

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

*Mr. Delaney read the instructions for this item. The following citizens were called to speak: Carla Johns (did not appear) and Lisa Masserio.*

**ADOPTION OF CONSENT AGENDA**

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

*#18. 25-2649: Approve out of state field trip for Mr. Kenneth Day, head coach of Hernando High School's Girl's Wrestling team to attend the 2024 Women of Ironman Wrestling tournament in Cuyahoga Falls, Ohio on December 6, 2024 through December 9, 2024. This item was pulled by Mrs. Hawkins.*

*#21. 25-2638: Approval of a step increase and compensation adjustments for Confidential employees for 2024-2025. This item was pulled by Mr. Johnson.*

**RESULT: APPROVED THE CONSENT AGENDA**

**MOVER:** Susan Duval

**SECONDER:** Michelle Bonczek

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

**Personnel Recommendations**

**17. [25-2675](#) Approval of the Personnel Recommendations**

**Attachments:** [24-25 BOARD AGENDA NOVEMBER 19 2024](#)  
[11.19.24 ESOL for Agenda](#)  
[2025 Inst. Supplements & Differentiated Pay for 11-19-24](#)  
[2025 Noninst., PTS & Adm. Supplements for 11-19-24](#)

**All Other Teaching & Learning Agenda Items**

**19. [25-2660](#) Approve Field Trip for Hernando and Weeki Wachee High School Students to Orlando, Florida to Attend the 2025 Florida Future Educators of America (FFEA) State Conference on January 31 - February 2, 2025**

**Attachments:** [2025 FFEA Field Trip Packet WWHS](#)  
[2025 FFEA Field Trip Packet HHS](#)  
[Budget Sheet FFEA Field Trip](#)

### All Other Business Services Agenda Items

20. [25-2633](#) Ratify changes to the contract between Hernando United School Workers and the Hernando County School District and approval of a step increase and compensation adjustments for non-instructional employees.

**Attachments:** [TAs MOUs](#)  
[HUSW Salary Schedule - STRIKE](#)  
[HUSW Salary Schedule - CLEAN](#)  
[Transportation Small Vehicle Operator - STRIKE](#)  
[Transportation Small Vehicle Operator - CLEAN](#)  
[Budget Sheet HUSW PDF](#)

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- \*22. [25-2639](#) Approval of compensations adjustments for Professional/Technical/Supervisory, Administrative, School safety Guardian and Associate Teacher Substitute employees.

**Attachments:** [PTS Salary Schedule - STRIKE](#)  
[PTS Salary Schedule - CLEAN](#)  
[2023-2024 School-Based Admin-STRIKE](#)  
[2024-2025 School-Based Admin-CLEAN](#)  
[2023-2024 District Admin-Index-STRIKE](#)  
[2024-2025 District Admin-Index-CLEAN](#)  
[Guardian Salary Schedule -STRIKE](#)  
[Guardian Salary Schedule -CLEAN](#)  
[Substitutue Salary Schedule- STRIKE](#)  
[Substitutue Salary Schedule- CLEAN](#)  
[Adult Literacy Technician - Strike](#)  
[Adult Literacy Technician - Clean](#)  
[Application Support Specialist- STRIKE](#)  
[Application Support Specialist- CLEAN](#)  
[Assessment Analyst - STRIKE](#)  
[Assessment Analyst - CLEAN](#)  
[Assistive Technology Analyst - STRIKE](#)  
[Assistive Technology Analyst - CLEAN](#)  
[Coordinator of Risk, Benefits and Wellness STRIKE](#)  
[Coordinator of Risk, Benefits and Wellness CLEAN](#)  
[Data Quality & Integrity Analyst - STRIKE](#)  
[Data Quality & Integrity Analyst - CLEAN](#)  
[District Tech Network Security Analyst - STRIKE](#)  
[District Tech Network Security Analyst - CLEAN](#)  
[District Tech Infrastructure Analyst - STRIKE](#)  
[District Tech Infrastructure Analyst - CLEAN](#)  
[Lead Certification & Data Analyst - STRIKE](#)  
[Lead Certification & Data Analyst - CLEAN](#)  
[Position Control Analyst - Strike](#)  
[Position Control Analyst - Clean](#)  
[System Support Technician - Strike](#)  
[System Support Technician - Clean](#)  
[Systems Support Tech for ESE - Strike](#)  
[Systems Support Tech for ESE - Clean](#)  
[Transportation Dispatch Specialist - STRIKE](#)  
[Transportation Dispatch Specialist -CLEAN](#)  
[Workforce Development Liaison - Strike](#)  
[Workforce Development Liaison - Clean](#)  
[Budget Sheet Compensation Adjustments PDF](#)



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

23. [25-2652](#) Approve the extension of bid no. 20-405-15 RA EXT, Fuel: Diesel & Unleaded - REBID, awarded to multiple vendors for the procurement of fuel and authorize the purchase of goods on an as needed basis for estimated annual spending amount of \$142,740.38.

**Attachments:** [20-405-15 RA EXT Fuel Diesel & Unleaded \(11-19-24\) Fuel Budget Sheet Nov 2024](#)

**ITEMS REMOVED FROM CONSENT AGENDA FOR ACTION**

18. [25-2649](#) Approve out of state field trip for Mr. Kenneth Day, head coach of Hernando High School’s Girl’s Wrestling team to attend the 2024 Women of Ironman Wrestling tournament in Cuyahoga Falls, Ohio on December 6, 2024 through December 9, 2024.

**Attachments:** [2024 2025 HHS Girls Wrestling to Ohio trnment Budget Sheet](#)

**RESULT:** ADOPTED AS AMENDED

**MOVER:** Michelle Bonczek

**SECONDER:** Mark Johnson

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

*Mrs. Hawkins addressed her concerns regarding this agenda item. Her concerns are with the students and coaches staying in a VRBO rental as there a various safety issues. She would like to see students in a hotel and a policy or procedure in place to prevent the use of AirBNB and VRBO rentals. Some discussion took place on the cost of a hotel stay as it is more expensive than the VRBO.*

*Motion to amend by Mark Johnson - the stay must be in a hotel with proper security and rooms for male and female students and staff. Seconded by Susan Duval. Motion to amend passes 5-0.*

\*21. [25-2638](#) Approval of a step increase and compensation adjustments for Confidential employees for 2024-2025.

- Attachments:** [Confidential Salary Schedule - STRIKE PDF](#)  
[Confidential Salary Schedule - CLEAN PDF](#)  
[Accounting Specialist - STRIKE](#)  
[Accounting Specialist - CLEAN](#)  
[Communications Facilitator - Strike](#)  
[Communications Facilitator - Clean](#)  
[Data Quality Specialist-STRIKE](#)  
[Data Quality Specialist-CLEAN](#)  
[Digital Marketing Specialist-Strike](#)  
[Digital Marketing Specialist-Clean](#)  
[District Records Specialist - Strike](#)  
[District Records Specialist - Clean](#)  
[Employment Operations Assistant -Strike](#)  
[Employment Operations Assistant -Clean](#)  
[Facilities Accounting Facilitator - Strike](#)  
[Facilities Accounting Facilitator - Clean](#)  
[Financial Aid Associate-Technical Center-STRIKE](#)  
[Financial Aid Associate-Technical Center-CLEAN](#)  
[FTE Support Associate - ESE - STRIKE](#)  
[FTE Support Associate - ESE - CLEAN](#)  
[Grant Accounting Comp Assoc - STRIKE](#)  
[Grant Accounting Comp Assoc - CLEAN](#)  
[Maintenance Operations Associatet - STRIKE](#)  
[Maintenance Operations Associate - CLEAN](#)  
[Procurement Specialist - Strike](#)  
[Procurement Specialist - Clean](#)  
[Risk and Benefits Specialist - Strike](#)  
[Risk and Benefits Specialist - Clean](#)  
[Safe Schools Accounting Facilitator - STRIKE](#)  
[Safe Schools Accounting Facilitator - CLEAN](#)  
[School Board Operations Clerk - Strike](#)  
[School Board Operations Clerk - Clean](#)  
[School Safety Facilitator - STRIKE](#)  
[School Safety Facilitator - CLEAN](#)  
[Security System Facilitator - STRIKE](#)  
[Security System Facilitator - CLEAN](#)  
[Transportation Parts-Inventory Facilitator - STRIKE](#)  
[Transportation Parts-Inventory Facilitator - CLEAN](#)  
[Budget Sheet Confidential PDF](#)

**RESULT:** ADOPTED AS AMENDED

**MOVER:** Kayce Hawkins

**SECONDER:** Michelle Bonczek

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

*The board recessed at 11:28 A.M. and reconvened at 11:33 A.M.*

*Mr. Johnson stated that he would like to see the new job title: School Board Operations Clerk changed to School District Operations Clerk. Motion to amend by Mr. Johnson. Seconded by Kayce Hawkins. Motion to amend passes 5-0.*

**ADDENDUM ITEMS**

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

**24. [25-2673](#)** 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](#)

*Mr. David Delaney read the instructions for this item. The following citizens were called to speak: Carla Johns (did not appear), and Kathleen Robinson-Harrison.*

**GENERAL COUNSEL**

*Mr. Delaney stated that other districts are also looking into VRBO stays as well. He will work with Mr. Pinder on this matter.*

**SCHOOL BOARD COMMENTS**

*New School Board Members were welcomed by other members and Mr. Pinder. Board members thanked staff and shared information on athletics, academics, fuel costs, building schools, and transportation issues. Mr. Pinder provided updates to the Board. Mrs. Rodriguez thanked everyone for coming out and showing their support.*

**ADJOURNMENT**

*The meeting adjourned at 11:58 A.M.*

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**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.