



Hernando School District

Employee Disciplinary Appeal Hearing

Agenda - Final

Tuesday, March 10, 2026

9:00 AM

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

CALL TO ORDER

EMPLOYEE DISCIPLINE APPEAL HEARING

1. [26-3637](#) Disciplinary Hearing Regarding Demotion from EST III to EST I for Stephen Hewitt that was completed end of day October 23, 2025.

Attachments: [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.



Hernando School District

Employee Disciplinary Appeal Hearing

Agenda Item # 1. 26-3637

3/10/2026

Title and Board Action Requested

Disciplinary Hearing Regarding Demotion from EST III to EST I for Stephen Hewitt that was completed end of day October 23, 2025.

Executive Summary

The Director of Labor Relations & Professional Standards, on behalf of the Superintendent of Schools, hereby requests the Board uphold the recommendation of the Superintendent for the demotion of Stephen Hewitt from EST III to EST I. This occurred in October of 2025, and Mr. Hewitt has been working as an EST I since that time without any of his previous responsibilities of the EST III role. He was transferred from PGES to EK8 at the same time. Mr. Hewitt did request his appeal within the specified time frame.

My Contact

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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.

A. Item Currently Budgeted -													
Account Name		No Financial Impact											
Account Number		Fund		Function		Object		Cost Center		Project		Sub Project	
Original Approved Budget		+ Budget Amendments		- Expenditures / Encumbrances To Date		= Current Available Budget		- Present Request		= Remaining Balance Available			
\$ _____		\$ _____		\$ _____		\$ _____		\$ _____		\$ _____			

B. Item Currently Not Budgeted -**													
Account Name													
Account Number		Fund		Function		Object		Cost Center		Project		Sub Project	
Original Approved Budget		+ Budget Amendments		- Expenditures / Encumbrances To Date		= Current Available Budget		- Present Request		= Remaining Balance Available			
\$ _____		\$ _____		\$ _____		\$ _____		\$ _____		\$ _____			

B. Item Currently Not Budgeted -**													
Funding Source													
Account Name													
Account Number		Fund		Function		Object		Cost Center		Project		Sub Project	
Amount \$		_____											

Funding Source													
Account Name													
Account Number		Fund		Function		Object		Cost Center		Project		Sub Project	
Amount \$		_____											

C. History	
Check one:	
Prior Year Budget:	<input type="radio"/>
New for Current Year:	<input type="radio"/>
Prior Year Approved Budget:	\$ _____
Prior Year Actual Spent:	\$ _____

**** WHEN ITEM NOT CURRENTLY BUDGETED IS APPROVED BY THE SCHOOL BOARD, THIS WILL SERVE AS THE BUDGET AMENDMENT****