

Hitchcock Independent School District

Special Called Meeting
Monday, August 17, 2009

The Hitchcock Independent School District Board of Trustees met at a Special Called meeting on Monday, August 17, 2009, held at the Hitchcock ISD Boardroom/Conference Facility located at 8004 North Railroad, Hitchcock, Texas. President Dianne James called the meeting to order at 6:30 PM.

Present Dianne James, President; Monica Cantrell, Vice President; Estelle Holmes, Secretary; Pat Turner, Member; Ted Robinson, Jr., Member; Tom Ivey, Member

Members absent Shirley Price, Member

Others: Mike Bergman, Superintendent; Nina Conway, Business Manager; Susan Thompson, Asst. Superintendent for Curriculum and Instruction; Stephen Dubner, Attorney

Call to Order

Dianne James, President, called the meeting to order at 6:30 PM; announced the presence of a quorum and stated that the meeting had been duly called and the notice had been posted in the manner prescribed by law.

Closed Session

Ms. James called the members of the Board of Trustees into Closed Session at 6:32 PM for the purposes permitted as authorized by the Texas Open Meetings Act, Texas Government Code Section:

551.771 Consultation with District's Attorney Stephen Dubner of the Law Office of Stephen Dubner on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings specifically including the legal issues related to the contract duties and discipline of the Kids First Head Start Director and Superintendent's recommendation to propose the termination of Doreatha Walker's probationary contract; and the legal issues related to the contract duties of the Crosby Middle School Principal.

551.074 Personnel

- Contract, duties, and discipline of Kids First Head Start Director
- Discuss Superintendent's recommendation to propose the termination of Doreatha Walker's probationary contract
- Contract and duties of Crosby Middle School Principal

Ms. Walker addressed the Board requesting that her contract be discussed in open session.

Ms. James stated that the Board would adjourn into Closed Session for conference with the attorney and then would reconvene into Open Session for discussion on Ms. Walker's contract.

Reconvene from Closed Session

The members of the Board of Trustees reconvened from Closed Session at 8:06 PM for action, if any, from Closed Session.

551.074 Personnel: Contract, duties, and discipline of the KFHS Director

Dr. Bergman presented the following information [see attached] to the Board:

1. Copy of the EEOC Complaint
2. Recommendation from the Kids First Head Start Policy Council to terminate
3. Copy of the draft to Ms. Walker proposing termination

Dr. Bergman stated that based on the recommendation from the KFHS Policy Council, he is recommending a proposal to terminate the probationary contract of the KFHS Director.

The reasons proposed for termination are:

1. Failure to follow directives;
2. Intimidating other employees;
3. Retaliating against employees that filed grievances against you;
4. Your poor leadership resulted in a long-term employee quitting;
5. Misrepresentation of facts to a supervisor or other District official in the conduct of District business;
6. Failure to meet the District's standards of professional conduct;
7. Any activity, school-connected or otherwise, that, because of the publicity given it, or knowledge of it among students, faculty, and community, impairs or diminishes the employee's effectiveness in the District;
8. Failure to maintain a good working relationship with employees, supervisors, parents, and the Head Start Policy Council;
9. Creating a hostile work environment;
10. Falsely accusing a third-party vendor of defaming you;
11. Discussing private employee matters with employees not otherwise entitled to such information;
12. Failure to fulfill duties or responsibilities;
13. Incompetency or inefficiency in the performance of duties;
14. Insubordination or failure to comply with official directives;

15. Failing to follow Board Policy and Administrative Regulations;
16. Falsification of records or other documents related to the District's activities;
17. Discussed private personnel matters in a public meeting even after being told avoid such discussions; and

Discussion followed.

Motion:

A motion was made by Monica Cantrell and seconded by Ted Robinson to accept the Superintendent's recommendation and propose the termination of Doreatha Walker's probationary contract and direct the Superintendent to issue notice to Ms. Walker.

Members in favor: Dianne James, Monica Cantrell, Pat Turner, Ted Robinson, Tom Ivey

Members opposed: Estelle Holmes

Motion carried with the majority in favor.

Adjournment

A motion was made by Ms. Turner and seconded by Tom Ivey to adjourn the meeting. Motion carried with all in favor. The meeting was adjourned at 8:46 PM.

Respectfully submitted,

Brenda Taylor
Recording Secretary

Dianne James, President

Estelle Holmes, Secretary