

THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NUMBER ONE
OF TULSA COUNTY, OKLAHOMA
MINUTES OF THE SPECIAL MEETING OF NOVEMBER 13, 2017

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma was held on November 13, 2017, commencing at 5:00 p.m. in the Staff Conference Room (200-C), Second Floor, of the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma. Notice of the meeting was given by service of written notice of the meeting to the office of the County Clerk of Tulsa County, Oklahoma, as required by Title 25, O.S. (2001), § 311.5 and by posting the attached agenda and recommendations of the Superintendent of Schools in prominent public view on the inside of the enclosed glass display case on the outside wall at the main door of said Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma, on November 12, 2017, at 4:30 p.m., pursuant to the provisions of Title 25, O.S. (2001), § 311.9.

PRESENT: Ruth Ann Fate
Shawna Keller
Jennettie Marshall
Gary Percefull
Suzanne Schreiber

ABSENT: Cindy Decker
Amy Shelton

Ms. Suzanne Schreiber, president of the Board of Education, called the meeting to order and declared that a quorum of the Board was present; therefore, the meeting was qualified to consider the agenda items. Ms. Schreiber led the flag salute.

DISMISSAL HEARING FOR KEENAN MEADORS

President Schreiber read a statement (**attached**) declaring that the reason for the meeting was to conduct a hearing on the proposed dismissal of Keenan Meadors from employment with the Tulsa School District. President Schreiber introduced Mr. John Priddy, representative for the Superintendent's designee Mr. Bill Naftzger; and Mr. Ed McIntosh, AFT 6049 President and representative for Mr. Meadors.

An opening statement was made first by Mr. Priddy. Mr. McIntosh offered no opening statement.

Mr. Priddy called the following witnesses for the administration. The witnesses were sworn in by President Schreiber, questioned by Mr. Priddy, cross-examined by Mr. McIntosh and questioned by members of the Board.

Mr. Sam Troglin – Security Systems Manager
Mr. Mathias Wicks – Campus Chief of Police
Ms. Michelle Siegfried – Lead of Workplace and School Investigations
Mr. Bill Naftzger – Director of Support Talent
Ms. Jana Burk – General Counsel

Mr. John Priddy offered into evidence employee documents numbered 1 through 13. Mr. Ed McIntosh objected to exhibit document number 7. The objection was overruled and the documents were accepted into evidence by President Schreiber. Mr. Priddy announced that the administration had no further witnesses.

Mr. McIntosh called the following witnesses for the employee. The witnesses were sworn in by President Schreiber, questioned by Mr. McIntosh, cross-examined by Mr. Priddy and questioned by members of the Board.

Mr. McDonald – Campus Police Sergeant
Mr. Scott McQuarters – Campus Police Officer
Mr. Keenan Meadors – Campus Police Sergeant

Mr. McIntosh announced that the employee had no further witnesses.

Closing arguments were made first by Mr. McIntosh, followed by Mr. Priddy.

Before adjourning to executive session, Mr. Ed McIntosh offered employee exhibit documents numbered 1 through 11. There were no objections and the documents were accepted into evidence by President Schreiber.

Mr. Gary Percefull made a motion to go into executive session to discuss the proposed dismissal of Keenan Meadors as allowed by Title 25, O.S. 307.B.1. The motion was seconded by Ms. Ruth Ann Fate and passed by the following vote: AYE:

Gary Percefull, Ruth Ann Fate, Jennettie Marshall, Shawna Keller and Suzanne Schreiber; NAY: None; ABSTAIN: None; ABSENT: Cindy Decker and Amy Shelton.

At 9:42 p.m., the Board of Education adjourned to executive session in Room 200-A.

At 10:27 p.m., the Board of Education acknowledged its return to open session upon a motion made by Mr. Gary Percefull and seconded by Ms. Shawna Keller. The motion passed by the following vote: AYE: Gary Percefull, Ruth Ann Fate, Jennettie Marshall, Shawna Keller and Suzanne Schreiber; NAY: None; ABSTAIN: None; ABSENT: Cindy Decker and Amy Shelton.

Executive Session Minute

President Schreiber stated that during the executive session the Board of Education discussed the proposed dismissal of Keenan Meadors as allowed by Title 25, O.S. Section 307(b) (1) and deliberated on its decision and that all of the members present at this meeting were present at the executive session. Ms. Schreiber said that nothing else was discussed or occurred in executive session.

Ms. Shawna Keller made the following motion.

I move, based on the evidence presented at this hearing, that the Board of Education adopt the following findings of fact and discipline Keenan Meadors.

1. Keenan Meadors is a support employee who has worked for the Tulsa School District for more than one year. Keenan Meadors holds the position of sergeant with the Tulsa Public Schools Campus Police.
2. On or about February 22, 2015, all campus police personnel were given a directive by the former Chief of Police, Robert Swain, to keep security cameras clear of obstructions. It was understood by all personnel that the purpose of the security cameras was for the protection of district staff, students, patrons and district property. Sergeant Meadors proceeded with covering camera lenses. Sergeant Meadors' violation is recorded on video and he admitted he knew he took these actions.
3. Sergeant Meadors' conduct justifies his demotion on the following grounds:

When the wrongful or improper conduct of the support employee is not specifically covered by one of the foregoing provisions, but it is detrimental to the best interest of student or staff of the school district, then an employee may be suspended, demoted, dismissed or have his contract not renewed.
4. Good and sufficient cause exists for the demotion of Keenan Meadors to the rank of officer.

The motion to discipline Keenan Meadors was seconded by Mr. Gary Percefull. President Schreiber called for the vote and the motion passed by the following vote: AYE: Ruth Ann Fate, Jennettie Marshall, Gary Percefull, Shawna Keller and Suzanne Schreiber; NAY: None; ABSTAIN: None; ABSENT: Cindy Decker and Amy Shelton.

There being no further business to come before the Board, the meeting was adjourned at 10:35 p.m. on a motion made by Ms. Shawna Keller and seconded by Ms. Ruth Ann Fate. The motion passed by the following vote: AYE: Gary Percefull, Ruth Ann Fate, Jennettie Marshall, Shawna Keller and Suzanne Schreiber; NAY: None; ABSTAIN: None; ABSENT: Cindy Decker and Amy Shelton.

Let the record show the meeting was digitally recorded. The recording is on file as a matter of record.

Attorney for the School District

President, Board of Education

Superintendent of Schools

Clerk, Board of Education