

THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NUMBER ONE
OF TULSA COUNTY, OKLAHOMA
MINUTES OF THE SPECIAL MEETING OF MAY 26, 2016

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma was held on May 26, 2016, commencing at 6:00 p.m. in the Staff Conference Room (200-C), Second Floor Level, 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 May 25, 2016, at 4:30 p.m., pursuant to the provisions of Title 25, O.S. (2001), § 311.9.

PRESENT: Wilbert Collins
Cindy Decker
Gary Percefull
Suzanne Schreiber
Lana Turner-Addison

ABSENT: Shawna Keller
Ruth Ann Fate

Dr. Lana Turner-Addison, 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. Dr. Turner-Addison led the flag salute.

DISMISSAL HEARING FOR LINDA CHRISTY

President Turner-Addison read a statement (**attached**) declaring that the reason for the meeting was to conduct a hearing on the proposed dismissal of Linda Christy from employment with the Tulsa school district. President Turner-Addison introduced Mr. John Priddy, representative for the Superintendent's designee Mr. Bill Naftzger. Ms. Linda Christy was present and represented herself.

Opening statements were made first by Mr. Priddy, followed by Ms. Christy.

Mr. Priddy called the following witnesses for the administration. The witnesses were sworn in by President Turner-Addison, questioned by Mr. Priddy and cross-examined by Ms. Christy.

Ms. Pamela Lins – Edison Preparatory School Cook

Ms. Sharon Rotramel – Edison Preparatory School Cafeteria Assistant

Julia Lamb – Edison Preparatory Assistant Cafeteria Manager

Tonnie Hayes – Edison Preparatory Cafeteria Manager

Mr. Bill Naftzger – Director of Support Talent

During questioning of Ms. Lins, Mr. Priddy offered into evidence superintendent's exhibit documents numbered 1 through 12. There were no objections and all exhibits were accepted into evidence by the Board President.

Ms. Christy testified on her own behalf. She was sworn in by President Turner-Addison. There was no cross examination by Mr. Priddy. No witnesses were called to testify on behalf of the employee.

Closing arguments were made first by Ms. Christy followed by Mr. Priddy.

Ms. Suzanne Schreiber made a motion to go into executive session to discuss the proposed dismissal of Linda Christy as allowed by Title 25, O.S. 307.B.1. The motion was seconded by Dr. Cindy Decker and passed by the following vote: AYE: Wilbert Collins, Gary Percefull, Suzanne Schreiber, Cindy Decker and Lana Turner-Addison; NAY: None; ABSTAIN: None; ABSENT: Ruth Ann Fate and Shawna Keller.

At 6:52 p.m., the Board of Education adjourned to executive session in Room 200A.

At 7:01 p.m., the Board of Education acknowledged its return to open session upon a motion made by Ms. Suzanne Schreiber and seconded by Mr. Gary Percefull. The motion passed by the following vote: AYE: Wilbert Collins, Gary Percefull, Suzanne Schreiber, Cindy Decker and Lana Turner-Addison; NAY: None; ABSTAIN: None; ABSENT: Ruth Ann Fate and Shawna Keller.

Executive Session Minute

President Turner-Addison stated that during the executive session the Board of Education discussed the proposed dismissal of Linda Christy 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. Dr. Turner-Addison said that nothing else was discussed or occurred in executive session.

Ms. Suzanne Schreiber 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 dismiss Linda Christy from her employment with the district:

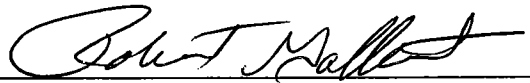
1. Linda Christy is a support employee who has worked for the Tulsa school district for more than one year. Ms. Christy holds the position of cafeteria worker at Edison Middle School.
2. On or about April 4, 2016, Ms. Christy made highly offensive statements about students who participated in pom and cheerleading. On April 5, 2016, Ms. Christy made racially charged statements about her coworker. Ms. Christy also behaved in an unprofessional manner that caused a coworker to feel threatened and harassed. This type of conduct does not represent the values and standards of Tulsa Public Schools. Any type of conduct such as that demonstrated by Ms. Christy will not be tolerated under any circumstances.
3. Ms. Christy's conduct justifies her dismissal from employment with the Tulsa Public Schools on the following grounds
 - Refusal to follow instructions of supervisor.
 - Threatening, intimidating, coercing or interfering with other employees or students.
 - Immoral conduct or indecency, including abusive and/or foul language.
 - Violation of any written administrative or board policy, practice, procedure, directive or regulation.
 - 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 dismissal of Linda Christy.

The motion to dismiss Linda Christy from her employment with the Tulsa school district was seconded by Mr. Gary Percefull and passed by the following vote: AYE: Wilbert Collins, Gary Percefull, Suzanne Schreiber, Cindy Decker and Lana Turner-Addison; NAY: None; ABSTAIN: None; ABSENT: Ruth Ann Fate and Shawna Keller.

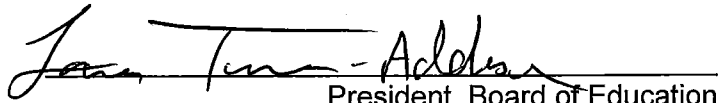
Dr. Turner-Addison announced that the next regularly scheduled meeting of the Board of Education would be held on Monday, June 6, 2016, 6:30 p.m. in the Cheryl Selman Room at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

There being no further business to come before the Board, the meeting was adjourned at 7:07 p.m. on a motion made by Ms. Suzanne Schreiber and seconded by Dr. Cindy Decker. The motion passed by the following vote: AYE: Wilbert Collins, Gary Percefull, Suzanne Schreiber, Cindy Decker and Lana Turner-Addison; NAY: None; ABSTAIN: None; ABSENT: Ruth Ann Fate and Shawna Keller.

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



Deputy Clerk, Board of Education

6/20/16
Date of Board Approval