

UNION HILL ISD  
BOARD OF TRUSTEES  
SPECIAL MEETING  
APRIL 26, 2012  
6:00 P.M.

Members present:

Loy DeMoss	Mary Gipson
James Grunden	
Bobbie Mauk	Sheila Johnson

Members Absent:

Jackie Johnston	James Parker
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**Agenda:**

- I. Meeting opened at 6:07 p.m. Prayer: James Grunden
- II. The Level Three employee grievance meeting for Athletic Director/Teacher, Dale Witcher II began with Mr. Witcher requesting the meeting be held in open session. Mr. Witcher was given 20 minutes to speak on his behalf or to have others present speak on his behalf addressing the reasons for his contract being terminated. Others participating on Mr. Witcher's behalf were Ms. Jeri Fort and Ms. Gay Colbert.

Mr. Watson, Principal was then given 20 minutes to present documentation and reasons on contract termination for Mr. Witcher. A folder of documentation on areas of non-compliance: lesson plans; certifications; directives; duty assignments; attendance/grade accounting; teaching observation; professional communication and overseeing student health and student limitations addressed throughout the school year was presented to the board.

The administration cited that Mr. Witcher had failed to get the proper certifications specified on his contractual agreement (signed on July 28, 2011) by the required date. Supt. Richardson read several letters written to Mr. Witcher on February 8, 2012, March 19, 2012 and March 21, 2012 stating certification requirements were not met as per contractual agreement (signed and dated July 28, 2011) and explained the impact this would have on his contract renewal.

III. Board convened in closed session at 6:52 p.m. to review video tape on student health and limitations under Texas Open Meetings Act, Texas Government Code, TEC (551.074) (551.075)

IV. Board reconvened in open session at 7:14 p.m. on April 26, 2012 to take possible action on items discussed in closed session.

Mr. Witcher, administration, and the school board was then given time to ask and answer questions concerning the issues discussed earlier in the meeting.

Closing statements for both Mr. Witcher and Administration were allowed at this time. Supt. Richardson clarified that Mr. Witcher was proficient in his duties as Athletic Director but he was deficient in policy areas and not meeting his deadline for certifications requested. Mr. Watson stated his recommendation to terminate Mr. Witcher's contract was due to non-compliance of school policy.

**Loy DeMoss made a motion to renew Mr. Witcher's contract and give him time to work on the issues at hand. No second was made to motion. Motion fails due to no second.**

**A motion by James Grunden and second by Bobbie Mauk to terminate the 2011-12 probationary contract of Dale Witcher upon the recommendation of the principal. Motion carries as follows:**

<u>FOR</u>	<u>AGAINST</u>
<b>Mary Gipson James Grunden Bobbie Mauk</b>	<b>Loy DeMoss Sheila Johnson</b>

V. Board convened in closed session at 8:07 p.m. under Texas Open Meetings Act, Texas Government Code, TEC (551.074) (551/075)

VI. Board reconvened in open session at 8:38 p.m. on April 26, 2012 to take possible action on items discussed in closed session.

Board President, Mary Gipson requested that Supt. Richardson post the following job openings;  
Teacher/Head Football Coach /Athletic Director position

Band Director/Elementary Music position (upon recommendation letter presented to the board by Kevin Johnsen, current band director elementary music teacher.

- VII. **Motion by Loy DeMoss and second by James Grunden to adjourn meeting at 8:40 p.m. on April 26, 2012. Motion carries unanimous.**

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Mary Gipson, Board President

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Loy DeMoss, Board Secretary