



Vision

Achieving Excellence

Mission

The School District of Okeechobee County will prepare all students to be college and career ready and to possess the attitudes and values necessary to function as productive members of our society.

Core Values

- *Excellence*
- *Educational Quality*
- *Equity*
- *Environment that is Safe and Secure*
- *Empowerment of all Shareholders and Partners*

2013-14

Strategic Plan Goals

1. *To Prepare Students to be College and Career Ready*
2. *To Maximize Efficient and Effective Use of Available Resources*
3. *To Empower Stakeholders through Opportunities for Meaningful Participation*
4. *To Provide a Safe and Secure Education for ALL*

SCHOOL BOARD OF OKEECHOBEE COUNTY

**AGENDA FOR EMPLOYMENT TERMINATION HEARING
FOR ELAINE MURPHY
JULY 23, 2014
9:00 A.M.**

Chairperson
Joe Arnold
Vice Chairperson
Gay Carlton
Members
Malissa Morgan
India Riedel
David Williams

I. Call to Order – Chairman Arnold

II. Introduction of the Parties

III. Introductory Statement – Chairman Arnold

This is a hearing on the recommendation of the Superintendent for the suspension without pay and termination of employment of Elaine Murphy. The hearing is being held in accordance with School Board Policy 6.52 and Florida Statutes 1012.33, 120.569, and 120.57.

A Court Reporter will transcribe the proceedings and administer the oath to all persons testifying as witnesses. The Superintendent has the burden of proof and will present his case and witnesses first. The parties will be provided an opportunity to make an opening statement limited to not more than five (5) minutes each; and, at the conclusion of all the evidence, the parties will be provided an opportunity to make closing statements limited to not more than 10 minutes each.

Once the presentations have been completed, the School Board members will deliberate and rule on the recommendation from the Superintendent.

The School Board’s Attorney will explain to the School Board members and answer issues and questions of procedure as these questions arise during the course of the hearing.

IV. Superintendent’s Recommendation

It is the recommendation of the Superintendent that Elaine Murphy be suspended without pay effective April 24, 2014, through July 23, 2014, and that employment of Elaine Murphy be terminated effective July 24, 2014.

V. Presentations

A. Opening Statements

Superintendent	5 Minutes
Employee Representative	5 Minutes

B. Superintendent’s Case

The Superintendent will present his case, call his witnesses, and introduce his exhibits. The Employee shall have the right to cross-examine witnesses. The School Board members may ask questions at the conclusion of each witness’ testimony.

C. Employee’s Case

The Employee will present her case, call her witnesses, and introduce her exhibits. The Superintendent shall have the right to cross-examine witnesses. The School Board members may ask questions at the conclusion of each witness’ testimony.

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D. **Closing Statements**

Superintendent 10 Minutes
Employee Representative..... 10 Minutes

E. **Close Hearing**

Final Call for School Board Member Questions
Close Evidentiary Portion of the Hearing

VI. **School Board Member Deliberation and Decision – Chairman Arnold**

After presentations have been completed, the School Board members will deliberate and upon motion, duly seconded, vote on the recommendation from the Superintendent. Any action proposed by the Board will require a motion and second. A majority vote of the membership of the School Board shall be required to sustain the Superintendent's recommendation. The issues for the School Board's consideration include the following:

- A. Based on the evidence presented, has the Superintendent proven that Elaine Murphy violated any one or more of the following:
1. Florida Statute 39.01(2), "Abuse".
 2. School Board Policy 6.56, *Professional Ethics*.
 3. State Board Rule 6A10.081(3)(a), *Principals of Professional Conduct for the Education Profession*.
 4. School Board Policy 6.103, *Appointment or Employment Requirements and Florida Statute 1012.32, Qualifications of Personnel*.
 5. Failure to meet the Performance Responsibilities of the Job Description for Paraprofessional, Exceptional Student Education.
- B. If proven, should the Board sustain or modify the suspension and the recommendation to terminate employment of Elaine Murphy effective July 24, 2014.

VII. **Board Decision**