

HOXIE PUBLIC SCHOOL  
Office of the Superintendent  
HOXIE, AR 72433

SPECIAL MEETING/HEARING  
BOARD MINUTES  
Monday, October 20, 2014

The Hoxie School Board met for a Special Meeting on October 20<sup>th</sup> @ 7:00 p.m., with all members present. Minutes from the last meeting were dispersed.

Board President Mike Hart called the meeting to order, then turned the meeting over to Mr. Donn Mixon, Attorney, attending the meeting at Interim Superintendent Baker's request.

Mr. Mixon stated that the meeting/hearing was called at the request of Mr. Richard Grammer in order for him to address the Board on the alleged findings pertaining to his employment with the Hoxie School District. Mr. Mixon further stated that Interim Superintendent Baker had informed Mr. Grammer on September 3<sup>rd</sup>, 2014 that he was suspended with pay, until further notice, and that he (Superintendent) would recommend that Mr. Grammer be terminated. He further stated that Mr. Grammer could call for a hearing to address the Board to refute the allegations.

Mr. Mixon asked Elementary Principal Tracy Gates and High School Principal Kelly Gillham, respectively, to present their findings applying to the hearing. Both administrators stated that Mr. Grammer had been written up for being late for work, not staying in his work area, leaving the vicinity without checking out with a Supervisor, taking school equipment home without authorization, and for loading up and taking an old piano and cart to his house after being told he could not do so, when he had asked. Mr. Grammer was written up for insubordination.

Mr. Grammer addressed the Board and stated he had found the old piano in an area off the stage in the cafeteria room, and since it was not being used by anyone, he had asked Matt Kopp, Head Maintenance Supervisor, if he could have it. Mr. Grammer remarked he was told to check in with the music directors to see if they wanted it. He continued on to say they had told him they did not want it. Matt Kopp stated he had instructed Mr. Grammer to check with Mrs. Gates before taking the piano.

Mr. Grammer again exclaimed to the Board that he would not have taken the piano but had found it on the stage in the lunchroom and the ladies in the lunchroom did not want it there.

After a lengthy time of commenting from Mr. Grammer, the Board retired to an executive session to discuss the allegations and Mr. Grammer's explanation.


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Upon returning to open session, President Hart asked Mr. Baker for his final recommendation.

The Superintendent recommended that Mr. Grammer be terminated as custodian for the Hoxie School District.

Jeff Worlow made the motion to accept the recommendation of the Superintendent, with a second from Nathan Romine. The motion passed unanimously.

With no further business to discuss, the meeting/hearing was adjourned.

Secretary: 

President: 

Date signed: \_\_\_\_\_