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**School District of Clay County**  
**Green Cove Springs, Florida**  
**Teacher Inservice Center - Fleming Island High School**  
**2233 Village Square Parkway**  
**TIME: 9:00 a.m.**

**March 10, 2016 - Special Meeting-Impasse Hearing**

**Invocation** (Supt. Van Zant)

**Call to Order**

1. Attendance

**Minutes:**

Present: Janice Kerekes, District 1; Carol Studdard, District 2; Betsy Condon, District 3; Johnna McKinnon, District 4; Ashley Gilhousen, District 5; and Superintendent Charlie Van Zant.

2. Comments

**Minutes:** Chairman McKinnon began with opening remarks in which she reminded the audience that the 30 minutes of public comments would be strictly enforced. Mrs. Kerekes raised objection to the meeting being held during the teacher work day and entertained a motion to reschedule.

**Motions:**

Motion to move the Impasse hearing to an evening meeting more convenient for interested teachers and citizens to attend. - FAIL

**Vote Results**

Motion: Janice Kerekes  
 Second: Carol Studdard

Elizabeth Condon	- Nay
Ashley Gilhousen	- Nay
Janice Kerekes	- Aye
Johnna McKinnon	- Nay
Carol Studdard	- Aye

**Motions:**

Motion to remove time constraints on public comments to allow all speakers in attendance the opportunity to be heard. - FAIL

**Vote Results**

Motion: Janice Kerekes

Second: Carol Studdard

Elizabeth Condon - Nay

Ashley Gilhousen - Nay

Janice Kerekes - Aye

Johnna McKinnon - Nay

Carol Studdard - Aye

**Motion Minutes:** Chairman McKinnon clarified that this was not a regular meeting, but a quasi-judicial hearing which is exempt from the public commentary provisions. The two opposing sides were being given 30 minutes each and, in fairness, public comments would be allowed the same 30-minutes timeframe.

**Public Comments\*** (30 minutes maximum )3. Comments

**Minutes:** Thirty (30) minutes of public comment was heard by the School Board prior to the start of the Impasse hearing.

**Impasse Hearing Begins**4. Overview of Procedures - Chairman McKinnon

**Minutes:** Mrs. McKinnon called the Impasse hearing to order at 9:40 a.m. and explained that a maximum of 30 minutes of oral argument from each side would be heard. Opposing parties were asked to address comments in a courteous fashion. Attorney Dan Sikes briefly explained appellant argument procedures.

5. Presentation on behalf of the Superintendent (maximum 30 minutes including rebuttal) - Eric J. Holshouser

**Minutes:** Attorney Eric J. Holshouser made arguments on behalf of the Superintendent. He concluded his presentation, reserving 10 minutes of his time for rebuttal.

6. Presentation on behalf of the Clay County Education Association (maximum 30 minutes) - Tracy Butler

**Minutes:** Tracy Butler, Executive Director of Northeast Florida Service Unit, made arguments on behalf of the Union in favor of the Special Magistrate's recommendation in toto.

7. Rebuttal

**Minutes:** Mr. Holshouser used his remaining 10 minutes for rebuttal following the Union's argument.

8. Deliberation and Decision by the School Board

Attachment: [CCSB CEO Recommendation to the School Board.PDF](#)

Attachment: [Special Magistrate Report and Recommendations 2-1-16\[1\].PDF](#)

**Minutes:**

A 5-minute break was taken before deliberation began.

Attorney Dan Sikes explained the Board's options in accepting the recommendations in toto or considering each issue separately. Board discussion took place.

**Motions:**

Motion to accept the recommendation of the Chief Executive Officer. - PASS

**Vote Results**

Motion: Ashley Gilhousen

Second: Elizabeth Condon

Elizabeth Condon - Aye

Ashley Gilhousen - Aye

Janice Kerekes - Nay

Johnna McKinnon - Aye

Carol Studdard - Nay

**Adjournment** (10:10 a.m.)

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**Superintendent**

\_\_\_\_\_  
**Chairman**

**\*30 minutes of public comment will be heard by the School Board prior to the start of the Impasse Hearing. NOTE: Quasi-judicial hearings are exempt from the public commentary provisions of Section 286.0114, Florida Statutes.**