

Micanopy Academy

Governing Board Minutes

Emergency Meeting regarding the Termination of Mr. Jeffrey Kline
April 24, 2024



Called to Order at 5:13pm

Present: Nancy Brown, Bishop Chris Stokes, Frank Williams, and Ed Rick. Tara Lowe Phillips joined by Zoom. Principal Kristin Walker and SBAC ESE Director Kathy Black were also present.

PUBLIC INPUT

Public input was given by MA Teacher Ann Smith. She asked questions regarding her Public Records Request. She said that:

1. All members needed to respond to the email.
2. Didn't follow the Policy and Procedures - no provisions for Grievance procedures.
4. Did not follow instructions for grievance procedures.
5. No provision for Agenda.
6. Board members came to conclusions about Communications/Recommendations. Behind closed doors.

BOARD INPUT

Bishop Stokes: He stated that no Board member had colluded. The board meeting was posted on Friday, 4/12/24. In the previous board meeting, the principal had given a good review of Mr. Kline. Ms. Walker did not have the authority to hire and fire. MA Staff failed the IEP/504 and are now in jeopardy of losing our charter.

How did we get here? School started off well. Kline had received a 100 on his last teacher evaluation (from Lowe in the 22-23 school year). Evaluation which also said he was a "good planner, and enthusiastic". Everything was positive. Could we survive legal action? Recommend Staff back. Disturbed about the process. Policies and Procedures and Employee Handbook - steps not followed.

Frank Williams: Welcome. He passed out a packet to add to the minute and to the Records Request for information regarding the Termination of Jeffrey Kline. This was read into record with relevant Exhibits attached.

Tara Lowe-Phillips: Agreed with that. She did the last Teacher Evaluations.

Frank Williams: Did not agree with the way Kline's termination was carried out. Needed more candor. His trust was affected as a Board Member. He had a moral problem with the way it was handled.

Nancy Brown - said Mr. Kline had been exemplary.

Ed Rick - Wished other actions had been taken before termination and agreed with Mr. William's analysis.

Kristin Walker - Kline had not taken the 504 Plans/IEPs seriously. That was illegal and could get the Charter pulled. No discipline was given in the previous evaluations. This conversation had no place in a Public Forum. Needed to adopt appropriate guidance to discipline termination.

Tara Lowe-Phillips - Reported that she was very satisfied with all of her teacher evaluations of J. Kline over the past 5 years.

Bishop Stokes - Staff needs training for IEP.504 every year so that the Charter is not in jeopardy.

Kathy Black - ESE Director for School Board of Alachua County

She had not done an investigation for compliance before this incident. There are steps before a charter school is in jeopardy. Monitoring, review with plan, and a second review are part of the process before the charter would be revoked. The yearly monitoring would include asking what are the issues, developing a plan/education, and follow-up. Also would re-inspect.

She had recently received a call from the Principal about the noncompliance. Cannot give a recommendation at this time.

Frank Williams - Looking for resolve and should have an automatic review for termination.

Bishop Stokes - Agreed with Mr. Williams. Said that we may owe money if found to be in non-compliance.

Frank Williams - Why didn't the principal tell the Board or Kathy Black?

Kristin Walker - No guidance for how to handle in a public venue. Made decisions based on our meetings being public.

Bishop Stokes - Found not in compliance with contact Kathy Black?

Kristin Walker - Was protecting the school with termination. Not followed Grievance procedure. Not the Boards to know who hires and fires.

Frank Williams - Ms. Walker is an employee of the Board.

Bishop Stokes - Review of all the policies . Are they compliant? Seeking recourse to reinstate Mr. Kline with remediation and training. Could work with Mrs. Black

Ann Smith - interrupted - Said there had been no notice. Can't work with the policies if there are inconsistencies.

Frank Williams - Is there action to be taken?

Kristin Walker - Doesn't believe that Mr. Kline will follow the IEP/504 Plan. Uncomfortable with putting him back in the classroom. He signed an at-will contract.

Frank Williams - Uncomfortable or concerned about the welfare of the kids?

Bishop Stokes - After? You don't feel comfortable? - to Walker

Jeff Kline - Communications was incorrect. He did not know that he was violating any 504 Plans or IEPs. He had only received 2 complaints in 6 years. There were miscommunications. He doesn't want exclusion. He wants to come back and will get ESE certified. He wants to get along with everyone.

Frank Williams - called out Mr. Clay Smith for handing something to Ms. Walker.

Bishop Stokes - Can we see a way out? I don't want to rescind any decisions.

Frank Williams - This is not a grievance decision, It is a termination.

Bishop Stokes - Ask for a motion to meet in the next 48 hours, and to fix the policies and procedures. He pointed out that there were 5 students present to support Mr. Kline and 1 student there to understand what had happened. He said that Mr. Kline is the same guy as before.

Tara Lowe-Phillips - Cut off of ZOOM.

Student - said that he doesn't understand the heat from questioning Ms. Walker.

Bishop Stokes - Motion to Suspend the meeting. Ms. Walker and Mr. Kline will meet in the next 48 hours and will notify the Board of the outcome. We need to fix 1 thing at a time. Concerns about whether we overall comply, not just Kline.

Tara Lowe-Phillips - On Speaker Phone

Frank Williams - Bylaws and Sunshine Laws, too. Makes the **Motion to have the Charter School Liaison at the next meeting.** We must comply with the Sunshine Laws vs. Micanopy Academy.

1st - Frank Williams

2nd - Nancy Brown

Approved 4-1.

Motion to Suspend the meeting

1st - Frank Williams

2nd - Tara Lowe-Phillips

Approved 5-0.

Next Regular Board meeting - May 14 at 5:30pm

Email summarization of 4/26/2024 Meeting between Walker and Kline.

4/26 - Stokes - emailed Ms. Walker for an update on Resolution.

4/26- Walker sent the Resolution between herself and Mr. Kline.

4/26 -Frank Williams makes **Motion to Adjourn** the meeting at 3:11pm.

4/26 -Tara Lowe-Phillips - in agreement with Williams at 3:26pm

4/26 - Nancy Brown -Agrees - no need to continue meeting at 3:26pm

4/26 -Stokes call for **Adjournment of Suspended Emergency Meeting** at 9:21pm.