



VISION:  
*To be a world-class school system*

**THE SCHOOL BOARD OF LEE COUNTY**  
**Special School Board Meeting – M I N U T E S** [Approval 1/8/08]  
**Tuesday—December 11, 2007 / 2:30 p.m.**

**Attendees:** Mrs. Jeanne S. Dozier, Board Chairman  
Mr. Steven K. Teuber, J.D., Board Member  
Dr. James W. Browder, Secretary & District Superintendent  
Mr. Robert D. Chilmonik, Board Member  
Mr. Keith Martin, Board Attorney  
Mrs. Denise Mangus, Recording Secretary

- I. CALL TO ORDER** – The School Board of Lee County, Florida, met on Tuesday, December 11, 2007 in the School Board Meeting Room for a Special School Board Meeting. Chairman Dozier called the meeting to order at 2:49 p.m. *Motion by Mr. Teuber, with second by Mr. Chilmonik, carried 3-0 to accept the agenda as the Order of Business.*
- II. PUBLIC COMMENT** (Mr. Martin provided the Public Comment guidelines.) – none
- III. CONSENT ITEMS** – none
- IV. UNFINISHED BUSINESS/TABLED ITEMS** – none
- V. SUPERINTENDENT’S RECOMMENDATIONS**
- A. Good Cause** – none
- B. Petition for Termination of Employment – Robert C. Williams**

*Motion was made by Mr. Chilmonik, and seconded by Mr. Teuber, that the Board enter the Final Order thereby terminating Robert C. Williams from his employment with the School District of Lee County.*

Mr. Williams was present and spoke on his own behalf. He noted being involved in law enforcement for 28 years and this is his first disciplinary matter. He mentioned also having gone through the criminal process and found not guilty. Mr. Williams explained that he entered into a plea agreement with the Florida Department of Law Enforcement. He commented that he was unable to afford an attorney. He explained that he is on 6 months probation with FDLE and is required to take an ethics course. He noted that he has always tried his best when working with students and the Academy has accomplished a lot over the years. Mr. Williams added that this has been his life over the past 26-28 years.

Staff Attorney Dodig, on behalf of the Superintendent, asked the Board to support the Superintendent’s recommendation to terminate Mr. Williams. Mr. Dodig noted that Mr. Williams had not requested an administrative hearing. Mr. Dodig indicated the allegations in the petition must be accepted as fact. The facts constitute misconduct in office and violations of the administrative code as well as Board Policy 5.02, which requires compliance with state codes, regulations and to maintain high ethical standards. Mr. Williams has violated Board Policy 5.29, which requires employees to exemplify conduct that is lawful and professional and contributes to a positive learning environment for students. Mr. Dodig added that, as an instructional employee, Mr. Williams is governed by the Florida Code of Ethics and an employee shall not submit fraudulent information on any document in connection with professional activities. Mr. Dodig recommended that the Board Members accept the Superintendent’s recommendation.

Mr. Williams, in response, noted that—as part of the pre-determination hearing—he requested the information which constitutes the allegations. He indicated that, after receiving a letter, he advised the

District that there were part-time instructors that should be interviewed. Mr. Williams thought he could appear at the Board meeting and make a statement and ask for an investigation prior to termination.

Mr. Dodig explained that Mr. Williams was provided notification on October 22, 2007, via letter from the Department of Professional Standards, that a recommendation would be made to the Superintendent for his termination. Mr. Williams was sent a copy of the Petition for Termination on November 12, 2007 at his last known address per the Administrative Procedure Act and its implementing regulations. The petition was signed for as received on November 17, 2007. The 21<sup>st</sup> and final day to request an administrative hearing or arbitration was this past Friday, December 7, 2007. Mr. Dodig indicated that his office did not receive such a request.

Mr. Williams noted he’s had many things going on this past month—a divorce, brother’s disappearance, etc.—and he would like an extension. Mr. Williams indicated he looked at the papers and interpreted that on this date he would come to a pre-determination hearing. He had nothing further to say.

Chairman Dozier asked Superintendent Browder to restate the recommendation, which he did. The vote was called for, and *the motion passed 3-0.*

**VI. OTHER BUSINESS**

**A. Board Members’ Comments/Reports – none**

**B. Attorney’s Comments/Reports – none**

**C. Superintendent’s Comments/Reports – none**

**D. Next Scheduled Meetings of the Board**

- December 11, 2007 (today) – immediately following this;
- December 11, 2007 (today) – 6:00 p.m., School Board Action Meeting;
- January 8, 2008 – 2:30 p.m., School Board Briefing Meeting (immediately following Student Hearings and/or a 2:30 p.m. Special Board Meeting, if scheduled); and
- January 8, 2008 – 6:00 p.m., School Board Action Meeting.

**VII. ADJOURNMENT** – There being no other business, Chairman Dozier adjourned the meeting at 3:04 p.m.

/dwm

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*MINUTES BOOK NO. 44 - FY08*

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**Jeanne S. Dozier**, Chairman

ATTEST:

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**James W. Browder, Ed.D.**, Secretary and District Superintendent

*An audio/visual tape of this meeting has been produced to provide a verbatim record of the proceedings. Members of the public may obtain a copy of the tape of any meeting by making a request for such through the Communications Department and paying the actual cost of copying the tape. Members of the public may view any Board meeting tape at the Communications Department at no cost. Anyone wishing to view a Board meeting tape should contact the Communications Department at 337-8327 to make such a request.*