Norman Public Schools
Minutes of the Special Meeting of the Board of Education

Administrative Services Center
131 South Flood Avenue
Norman, Oklahoma 73069

Friday, June 17, 2022

The meeting was called to order at 8:30 AM
Call to Order and Establish a Quorum

Attendance Taken at 8:30 AM. **Present:** Cindy Nashert, Dirk O'Hara, Alex Ruggiers, Linda Sexton, Chad Vice. Present: 5.

Pledge of Allegiance
The Pledge of Allegiance was led by Board President Cindy Nashert.

Due process hearing for career teacher Richard Cavett

Board President Cindy Nashert introduced the hearing, provided a statement regarding the hearing procedures, and designated the Board's Attorney, Karen Long, to manage the hearing procedures.
Appearances were requested by President Nashert and the following parties and individuals were introduced:
On behalf of Career Teacher Richard D. Cavett:
Bowers Law Firm
Mr. Barret T. Bowers, Esq.
Ms. Anna Rogers, Legal Assistant
Cameron Spradling Law Office
Mr. Cameron Spradling, Esq.
Ms. Kellie Maples, Legal Assistant

On behalf of the Superintendent of Norman Public Schools:
Rieger Law Group
Mr. Sean P. Rieger, Esq.
Mr. Daniel L. Sadler, Esq.
Mr. Keith Barrett, Esq.
Ms. Libby Smith, Esq.

Opening statement by Dr. Migliorino or his legal counsel.
The opening statement for Superintendent Dr. Nick Migliorino was presented by Sean Rieger.

Opening statement by Mr. Cavett or his legal counsel.
The opening statement for Mr. Cavett was delivered by Cameron Spradling.

Presentation of the Superintendent's evidence, followed by cross-examination of witnesses by Mr. Cavett or his legal counsel.
The Superintendent's evidence was presented through the following witnesses:
Richard Cavett - Direct Examination by Mr. Sadler, Cross-Examination by Mr. Bowers, Redirect Examination by Mr. Sadler, Recross Examination by Mr. Bowers
Hallie Wright - Direct Examination by Mr. Rieger, Cross-Examination by Mr. Bowers, Redirect Examination by Mr. Rieger
Holly Nevels - Direct Examination by Mr. Rieger, Cross-Examination by Mr. Bowers

Questions by members of the Board following the direct and cross-examination of each witness by legal counsel.

The Superintendent's witnesses:
Richard Cavett
Examination by Mr. Ruggiers
Examination by Ms. Sexton
Examination by Ms. Nashert
Examination by Ms. Sexton
Examination by Mr. Vice
Examination by Mr. Sexton
Examination by Mr. Vice
Examination by Mr. Ruggiers
Examination by Ms. Nashert
Examination by Ms. Sexton
Examination by Mr. O'Hara
Examination by Ms. Sexton
Examination by Mr. Ruggiers
Examination by Mr. O'Hara
Examination by Mr. Vice

Hallie Wright:
Examination by Ms. Sexton
Examination by Mr. Ruggiers
Examination by Mr. O'Hara
Examination by Ms. Nashert
Examination by Mr. Vice
Examination by Mr. Ruggiers
Examination by Ms. Sexton

Holly Nevels:
Examination by Mr. Ruggiers
Examination by Ms. Nashert
Examination by Mr. Vice

Presentation of Mr. Cavett's evidence, followed by cross-examination of witnesses by Dr. Migliorino or his legal counsel. Mr. Cavett's witnesses were presented between Superintendent's witnesses Ms. Wright and Ms. Nevels. This request was made by Mr. Cavett's attorneys to accommodate the schedules of parent witnesses for Mr. Cavett.
Career Teacher Cavett's Witnesses:
Pixie Quigley - Direct Examination by Mr. Spradling, Cross-Examination by Mr. Sadler
Tonya Hawkins - Direct Examination by Mr. Bowers
Melissa Barnett - Direct Examination by Mr. Spradling

Questions by members of the Board following the direct and cross-examination of each witness by legal counsel.
Career Teacher Cavett's Witnesses:
Pixie Quigley:
Examination by Ms. Sexton
Examination by Mr. O'Hara
Examination by Ms. Sexton
Examination by Mr. Ruggiers
Examination by Mr. O'Hara
Examination by Mr. Vice

Tonya Hawkins:
Examination by Ms. Sexton

Melissa Barnett:
Examination by Ms. Sexton
Examination by Ms. Nashert
Examination by Mr. Vice

Presentation of rebuttal and surr-rebuttal evidence as necessary.
There was no presentation of rebuttal and surr-rebuttal evidence.

Closing argument for the Superintendent was presented by Mr. Rieger.

Closing argument for Mr. Cavett was presented by Mr. Bowers.

Motion and vote to convene in executive session as authorized by OKLA. STAT. tit. 25 § 307(B)(1) to deliberate on the recommended dismissal of Richard Cavett.

9:22 PM Motion to convene in executive session as authorized by OKLA. STAT. tit. 25 § 307(B)(1) to deliberate on the recommended dismissal of Richard Cavett. This motion, made by Chad Vice and seconded by Linda Sexton, Passed.
Cindy Nashert: Yea, Dirk O'Hara: Yea, Alex Ruggiers: Yea, Linda Sexton: Yea, Chad Vice: Yea

Motion and vote to acknowledge the return to open session.

10:43 PM Motion to return to open session. This motion, made by Chad Vice and seconded by Linda Sexton, Passed.
Cindy Nashert: Yea, Dirk O'Hara: Yea, Alex Ruggiers: Yea, Linda Sexton: Yea, Chad Vice: Yea

Board President's statement of minutes of the executive session.
The Board convened in executive session as authorized by OKLA. STAT. tit. 25 § 307(B)(1) to deliberate on the recommended dismissal of Richard Cavett. The Board was joined in executive session by Attorney Karen Long. No other matters were discussed and no votes were taken while in this closed session. This concludes the minutes of the executive session.

Motion and vote to accept or reject the Superintendent's amended recommendation for dismissal of Richard Cavett and findings of fact upon which the Board's decision is based.

Motion to accept and approve the Superintendent's amended recommendation for dismissal of Richard Cavett and findings of fact upon which the Board's decision is based (Findings of Fact and Conclusions of Law attached to these minutes as Attachment A). This motion, made by Chad Vice and seconded by Linda Sexton, Passed.
Alex Ruggiers: Nay, Cindy Nashert: Yea, Dirk O'Hara: Yea, Linda Sexton: Yea, Chad Vice: Yea

Adjournment

11:13 PM Motion to adjourn. This motion, made by Chad Vice and seconded by Linda Sexton, Passed.
Cindy Nashert: Yea, Dirk O'Hara: Yea, Alex Ruggiers: Yea, Linda Sexton: Yea, Chad Vice: Yea

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Cindy Nashert, Board of Education President

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Cathy Sasser, Board Clerk

(Seal)