

**MINUTES OF REGULAR MEETING
BOARD OF SUPERVISORS
COQUINA WATER CONTROL DISTRICT
HELD ON AUGUST 14, 2025**

Pursuant to published notice, the Board of Coquina Water Control District (referred to herein as the "District") held its meeting on August 14, 2025, at the District Office, located at 17429 NW 242nd Street, Okeechobee, FL 34972. Zoom teleconference was available.

#1 – CALL MEETING TO ORDER:

Chairman and Supervisor, Jeff Hubbard, called the meeting to order at 6:39 p.m.

#2 – ESTABLISH A QUORUM / ROLL CALL:

A quorum was established with the following attendees:

Chairman and Supervisor, Jeff Hubbard
Board Treasurer and Supervisor, Sean Wilcox
Secretary and Supervisor, Tonya Schumacher
Attorney, Scott W. Fitzpatrick
Office Manager, Brittany Kicklighter
Several landowners/attendees

#3 – APPROVAL OF PREVIOUS MINUTES:

Motion to approve minutes of July, 2025 meeting made by Chairman and Supervisor, Jeff Hubbard. Seconded by Secretary and Supervisor, Tonya Schumacher. Motion passed unanimously.

#4 – LANDOWNER COMMENTS OR CONCERNS:

Landowner raised concern regarding Facebook posts bashing Coquina Water Control District employee made by fake profile. Landowner raised concern regarding maintenance of roads and mowing. Secretary and Supervisor, Tonya Schumacher, advised that after investigation, it is believed employee's wife created fake facebook profile and posted harassing post and said employee commented during working hours and police were called. Chairman and Supervisor, Jeff Hubbard, placed phone call to Acting Superintendent, Marlon, to inquire whether employees Joe and AJ called in sick or were no shows. Marlon advised that they did call in on August 13, but Joe did not call in for August 14.

Motion to terminate Joe's employment made by Chairman and Supervisor, Jeff Hubbard. Seconded by Secretary and Supervisor, Tonya Schumacher. Motion passed by majority vote.

Motion to place advertisement for operators made by Board Treasurer and Supervisor, Sean Wilcox. Chairman and Supervisor, Jeff Hubbard. Seconded by Chairman and Supervisor, Jeff Hubbard. Motion passed unanimously.

#5 – REPORT FROM ATTORNEY:

Discussion with Attorney Scott Fitzpatrick regarding harassment complaint investigation. Advised he spoke with 5 employees and reached the conclusion that, in his opinion, no harassment occurred.

Attorney Scott Fitzpatrick read excerpt from employee handbook and recommended that the Board revisit the vote to terminate Joe and proceed pursuant to the terms of the employee handbook.

Discussion regarding whether Secretary and Supervisor, Tonya Schumacher, could assist in training Office Manager. Attorney Scott Fitzpatrick clarified that the Board can delegate responsibilities to Board Members so long as no decision making authority is delegated, and Board Members make no decisions or conduct business outside of Board Meetings.

Motion to overturn vote to terminate Joe's employment and for Marlon to give Joe notice pursuant to page 10 of employee handbook to give him an opportunity to be heard regarding potential termination made by Chairman and Supervisor, Jeff Hubbard. Seconded by Board Treasurer and Supervisor, Sean Wilcox. Motion passed by unanimously.

Motion to approve promotion of AJ to Superintendent made by Board Treasurer and Supervisor, Sean Wilcox. No second. Motion failed.

Motion to approve renewing advertisement for Superintendent for two weeks made by Secretary and Supervisor, Tonya Schumacher. Seconded by Board Treasurer and Supervisor, Sean Wilcox. Motion passed unanimously.

Motion for Officer Manager, Brittany Kicklighter, prepare list of day to day duties of officer manager made by Board Treasurer and Supervisor, Sean Wilcox. Seconded by Chairman and Supervisor, Jeff Hubbard. Motion passed unanimously.

#6 – REPORT FROM SUPERVISOR(S)/SUPERINTENDENT:

Acting Superintendent was not present at meeting.

#7 – OLD BUSINESS:

No old business was discussed.

#8 – NEW BUSINESS:

Secretary and Supervisor, Tonya Schumacher discussed the possibility of Officer Manager, Brittany Kicklighter, attending a seminar on office management, one employee taking grader certification class, and two employees obtaining CDL licenses and the costs associated.

#9 – REPORT FROM ENGINEER:

Engineer was not present at meeting.

#10 – SCHEDULED NEXT MEETING:

Thursday, September 11, 2025 @ 6:30 p.m.

#11 – ADJOURNED:

The meeting was adjourned at 8:30 p.m.

Respectfully submitted by:
Jeff Hubbard, Chairman and Supervisor