

Last Name	First Name	Position	Site	Policy Violation	Corrective Action	Date	Reason
Alvarez	Armando	Teacher	Utterback Middle School	GBEB	Reprimand I	7/28/2014	Use of force on a student
Blankfield	Peter	Teacher	Utterback Middle School	GBEB-R	Reprimand I	7/28/2014	Use of profanity directed at student
Salcido-Weishi	Debra	Teacher	Utterback Middle School	GBEB, GBEB-R	Reprimand I	7/28/2014	Inappropriate restraint of a student
Vasquez	Martha	Teacher	Warren Elementary School	GBEB, GBEB-R, GBEBB-R	Reprimand I	8/11/2014	Use of force on a student
Fullmer	Brenda	Teacher	Marshall Elementary School	GBEB	Reprimand I	9/15/2014	Use of force on a student
Thomssen	Barbara	Teacher	Vail Middle School	GBEB	Reprimand I	9/26/2014	Use of force on a student
Dudash	David	Teacher	Tucson Magnet High School	GBEB-R	Suspension	3/13/2015	Name calling and insults directed at
Stockwell	Mark	Teacher	Tucson Magnet High School	GBEB, GBEB-R	Reprimand I	8/14/2015	Use of profanity directed at student (on May 14, 2015)
Thomas	Lisa	Principal	Steele Elementary School	GBEB	Reprimand I	6/8/2015	Inappropriate restraint of a student
Feaman	Patrick	Teacher	Secrist Middle School	GBEB-R	Letter of Direction	5/13/2015	Derogatory hand jester towards a student
Easley	Jonathan	Teacher, Ex Ed	Gridley Middle School	GBEB	Letter of Direction	12/17/2015	Threw a marker at a student
Lee	Mark	Teacher	Utterback Middle School	GBEB, GBEB-R	Letter of Direction	12/5/2014	Took a hat off a student's head
Lithgow	Daniel	Teacher	Hollinger	GBEA, GBEB, GBEB-R	Reprimand I	3/2/2015	Improper supervision of students and anger
Thomas	Sharon	Teacher	Safford	GBEB, GBEB-R	Reprimand I	12/18/2014	Pushed a student out of classroom

TUCSON UNIFIED SCHOOL DISTRICT

MIDDLE SCHOOL

TO:

FROM: , Principal

DATE: August 13, 2014

RE: Written Reprimand

Pursuant to Article 16-3 (A) of the Consensus Agreement between TUSD and TEA This Written Reprimand is being issued because of the following unprofessional conduct

On -----I met with you to discuss my concern about an inappropriate comment that you made to your 7th grade student in reference to the 8th grade students. You stated, "Well let's go get those useless 8th graders." This comment was overheard by a staff member and a parent. The parent then immediately requested that her child be removed from your class. At this time, you denied that you made the comment and then you stated that "I joke around with the kids, I would have been joking."

On ----, as I was supervising a ---class at a drinking fountain, I could hear you in your room screaming at students from around the corner of the hallway, I was at least 50 feet away from your classroom and could hear you clearly screaming at your students. I came into your room as you continued to scream at the students. You did not notice my arrival. You were screaming "I told you over and over to..." I interrupted you and then directed you to come to the office. You did not respond to my direction. I asked you two more times before you were willing to comply with my directive. You then moved outside of the classroom and again I had to direct you to go to my office. You then informed me that you had to give a student a ----. You continued to ignore my direction to go to my office until I took the ----asking you to again go to the office. Once we reached my office, we discussed the way that all adults are to behave with and in front of students. You replied, "I have had to talk to these kids many times and unless I raise my voice they just don't listen." I informed you that you were not raising your voice that you were screaming at the students; to the point that you did not notice that I entered your classroom. You then informed me that I needed to realize that you are not accustomed to administration doing anything about these kids. I then asked you what the kids were doing and you informed me that they were crawling under the tables. I informed you that all tables were touching each other and that the students could not get to their chairs by walking around the tables.

I reminded you that I covered professional behavior towards others during our professional development time on ----. I clearly informed all staff members that all students are to be treated with respect and that we would always remain professional. At that time, all staff members received the following Board Policies that cover these expectations: GBEBB –Staff Conduct with Students; GBEA – Staff Ethics, GBEB – Staff Conduct; and GBEB-R – Staff Conduct.

After considering your comments and all the evidence, I have determined that the evidence is sufficient to find that your behavior specifically violates Governing Board Policy/Regulations GBEBB (Staff Conduct with Students, GBEA (Staff Ethics), GBEB (Staff Conduct), and Board Regulation GBEB-R (Staff Conduct).

Attached are copies of these Policies in which your conduct violates: Governing Board Policies GBEBB (Staff Conduct with Students), GBEA (Staff Ethics), GBEB (Staff Conduct), and GBEB-R (Staff Conduct). Specifically, Governing Board Policy GBEB requires that you shall at all times attempt to maintain order, abide by the policies, rules, and regulations of the District and Governing Board Policy. GBEA requires that you perform in accordance with the employee's current job description, performance goals, and authorized directives from supervisory authority and GBEBB requires that students be treated with dignity and respect that they deserve.

Attached you will also find Board Policy/Regulations on:

GBEB – Staff Conduct with Students

- Employees are expected to exercise general supervision over the conduct of students, not only while in the schoolroom, but also before and after school and during recess. At all times teachers and other staff members will accord students the dignity and respect that they deserve, and avoid purposely embarrassing any student.
- All personnel employed by the District are expected to relate to students of the District in a manner that maintains social and moral patterns of behavior consistent with community standards and acceptable professional conduct.

GBEA – Staff Ethics:

- Makes the well-being of students the fundamental value of all decision-making and actions.
- Complies with the Governing Board’s policies, administrative regulations and District standards.

GBEB-R – Staff Ethics:

- Become familiar with, enforce and follow all Board policies, regulations, administrative procedures, standards, and other directions given by district administrators and state and federal laws as they affect the performance of job duties.
- Perform in accordance with the employee’s current job description, performance goals, and authorized directives from supervisory authority.

I therefore intend to impose a Written Reprimand at this time. Pursuant to Article 16-3(B), I have determined that your misconduct was sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

You are hereby directed to refrain from all such conduct in the future. Specifically, I am directing you to:

- At all times refrain from using any language that is offensive
- At all times treat students of the District in a manner that maintains social and moral patterns of behavior consistent with community standards and acceptable professional conduct.
- At all times accord students the dignity and respect that they deserve, and avoid purposely embarrassing any student.

Pursuant to Article 16-3(A) of the TEA Consensus Agreement, please be advised that subsequent infractions could result in progressive discipline up to and including possible termination.

Please be advised that retaliation is strictly prohibited and is grounds for a separate disciplinary investigation. In addition, please be advised that conducting an independent investigation of your own is strictly prohibited and is grounds for a separate disciplinary investigation. This means that you are not to interview or speak with any of the above individuals about this subject.

If you wish to grieve this discipline, pursuant to Article 16-8 and Article 5-5(A) of the TEA Consensus Agreement, you may appeal by filing a grievance at Level III within ten (10) working days of your receipt of this letter. Your appeal must conform to all requirements described in Article 5-5 of the TEA Consensus Agreement. Assistance is available from your TEA representative.

Sincerely,

, Principal

ACKNOWLEDGMENT OF RECEIPT:

DATE:

Enclosures: Board Policies and Regulations: GBEBB; GBEA; GBEB; GBEB-R.

C: -----