

### **SUMMARY EXPLANATION AND BACKGROUND**

The teacher, E.J. has engaged in a persistent pattern of insubordination and failing to communicate appropriately with and relate to students, colleagues and the administration. Examples include barging into a classroom during instructional time to accuse another teacher and her students of cheating on a charitable contest. E.J. has also repeatedly insulted her colleagues during meetings as being “ignorant,” “not thinking,” “looking ridiculous,” and “looking like a fool.” She has further misrepresented other staff’s communications to the Principal and demanded that the Principal respond in writing to E.J.’s complaints. E.J.’s pattern of unprofessional behavior also includes direct refusal to come to the Principal’s office when instructed to do so.

E.J. latest actions are part of an on-going pattern of unprofessional conduct, and this recommendation is part of progressive discipline. On November 13, 2012, E.J was issued a verbal reprimand for violations of the Code of Ethics regarding unprofessional conduct with colleagues and students. On May, 19, 2015, the School Board approved the Superintendent’s recommendation for a five (5) day suspension of E.J. for unprofessional interaction with parents and failure to provide IEP and RTI services. E.J. is currently contesting that suspension through the DOAH process.

The administrative complaint was served on E.J. on January 22, 2016, so her deadline for requesting a hearing will expire prior to the Board meeting. Staff will advise the Board whether a hearing has been requested no later than by the start of the Board meeting on 2-9-16.