

SUMMARY EXPLANATION AND BACKGROUND

On or about March 1, 2019, BRENDA JOYCE FISCHER (hereinafter “B.F.”) made racially insensitive remarks to students in her photography class. Several of B.F. student’s related that that B.F. told them they are on Latino time and since they are in the United States, they need to be on American time. Additionally, one of B.F.’s Spanish-speaking English Language Learner (“ELL”) students that he didn’t want to learn and he needed to learn English.

This recommendation is part of progressive discipline. On September 1, 2009, in addition to other corrective actions outlined in the Administrative Complaint, B.F. received a three (3) day suspension for her use of inappropriate language. Subsequently, on April 9, 2019, B.F. received another three (3) day suspension for her use of inappropriate language with students.

The Assistant General Counsel prepared the Administrative Complaint and notice was provided to B.F. that a recommendation for her five (5) day suspension without pay will be presented to the School Board on July 23, 2019. The Administrative Complaint was served on B.F. on June 26, 2019, and she timely requested a hearing.

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