

SUMMARY EXPLANATION AND BACKGROUND

Karleef Jamel Kebreau (hereinafter “K.K.”) is a mathematics teacher at Miramar High School (hereinafter “Miramar”). This Administrative Complaint is based on an SIU investigation of a complaint by a student(s) regarding unwanted hugs and inappropriate comments the teacher provided to female students attending Miramar.

In addition to unsolicited and unwanted hugs, different female students, both enrolled and not enrolled in his classes, also complained about K.K. approaching them and touching them inappropriately and/or making inappropriate comments. For example, a female student complained that K.K. would manipulate the back of her hair while hugging her. Yet another female student complained that K.K. whispered into her ear, “[h]ow would you feel if I told you I wanted to be your boyfriend?” On a different occasion, K.K. referred to another female student as, “My Haitian Queen”. Another female student recalled K.K. looking down her chest after one of his hugs and stating “[y]our butt’s not too big”. Each time K.K. would hug this student, he would comment, “[y]ou are very pretty” upon releasing her.

This recommendation is part of progressive discipline. On December 14, 2011, K.K., received a Letter of Reprimand for inappropriate conduct concerning his violation of both the Code of Ethics and Principles of Professional Conduct, and was required to participate in the EEO Overview Training.

The Superintendent withdrew an earlier recommendation for discipline relating to the same misconduct, and made a new recommendation. The Assistant General Counsel prepared the new Administrative Complaint and notice was served on K.K. that a recommendation for his ten (10) day suspension, without pay, and required completion of Recognizing and Preventing Sexual Harassment Training would be presented to the School Board on July 23, 2019. The Administrative Complaint was served on June 28, 2019 and K.K. has timely requested a hearing.

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