

SUMMARY EXPLANATION AND BACKGROUND

During, the 2016-2017 school year, despite several directives and previous discipline, Georges Marc Gay (hereinafter “G.G.”), as support facilitator for math, repeatedly failed to: timely gather input from teachers; complete and provide reports and input into student IEP’s, when due; timely provide ESE Support Logs and progress reports; and follow specific communication and ESE protocols and procedures provided by the ESE Department. On or about December 1, 2017, G.G. did not show for a parent teacher conference. Additionally, during December 2017, G.G. failed to provide teachers notice of I.E.P. meetings, or timely solicit their required input. As a result of the foregoing, G.G. was placed on a performance improvement plan, on or about February 21, 2018. Subsequently, G.G. went on a personal leave commencing June 26, 2018. G.G. has notified the School Board of his intent to return for the 2019-2020 school year.

This recommendation is part of progressive discipline. In September 2016, G.G. received a Summary Memo directing him to adhere closely to the directions given by the ESE Department. Further, G.G. received a Verbal Reprimand in November 2016, as well as a Written Reprimand in April 2017, for his continued failure to provide ESE Support Logs and progress reports, and failure to follow ESE protocols and procedures provided by the ESE Department.

The Assistant General Counsel prepared the Administrative Complaint and notice was provided to G.G. that a recommendation for his ten (10) day suspension without pay will be presented to the School Board on August 6, 2019. The Administrative Complaint was served on G.G. on July 24, 2019, and he timely requested a hearing.