

SUMMARY EXPLANATION AND BACKGROUND

On or about March 6, 2019, a fourth (4th) grade student reported that SANDRA NUNEZ (hereinafter “S.N.”) used profanity/inappropriate language while talking to another teacher, Ms. Fenton, during instructional time. On the same day, Principal Delicia Decembert (hereinafter “D.D.”) told S.N. and Ms. Fenton that D.D. intended to investigate the report that students overheard an adult using profanity during instructional time. Despite D.D. informing both teachers that she would investigate the situation, S.N. conducted her own investigation. On or about March 7, 2019, S.N. asked a student to stand in front of the class and point out other students who may have information. Thereafter, S.N. called students outside of the class and questioned them. Several students began crying, became fearful of returning to S.N.’s class, felt bullied, or pressured to recant or change their versions of events. According to one of the students, S.N. “. . . made [the students] write statements and that [the student] lied on her statement because she was scared not to do what S.N. wanted.”

The Assistant General Counsel prepared the Administrative Complaint and notice was provided to S.N. on August 13, 2019, that a recommendation for her two (2) day suspension without pay will be presented to the School Board on September 4, 2019, so that her deadline for requesting a hearing will expire prior to the Board meeting. Staff will advise the School Board whether a hearing has been requested no later than by the start of the Board meeting on September 4, 2019.

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