

SUMMARY EXPLANATION AND BACKGROUND

During the 2018-2019 school year, Science teacher VERONIKA NIYAZOVA (hereinafter “V.N.”) committed multiple acts of misconduct, as follows:

On or about May 1, 2019, during the FSA ELA Session 1 Test, V.N. posted an incorrect start time and changed it after the break to the correct time without telling the students and thereby cutting short their time to complete the test.

On or about May 20, 2019, V.N. lowered her students’ grades based on behavior.

On or about May 21, 2019, during the County 6th Grade Science Exam on Canvas, V.N. took a picture of a student’s test and then let the student look up the answers on the computer.

On or about May 23, 2019, V.N. struck student D.L.’s face with V.N.’s hand. D.L. stated, “Ms. Niyazova slap me because I was trying to open the door for J.D. and then she push me away from the door...”

This recommendation is part of progressive discipline. On or about February 29, 2016, V.N. received a verbal reprimand for failure to follow policies and procedures. On or about February 9, 2015, V.N. received a written reprimand for continued inappropriate conduct with student. On or about March 3, 2016, and May 31, 2019, respectively, V.N. received a written reprimand for failure to follow testing schedule and testing policies and procedures.

The Assistant General Counsel prepared the Administrative Complaint and notice was provided to V.N. that a recommendation for her fifteen (15) day suspension without pay will be presented to the School Board on September 17, 2019. The Administrative Complaint was served on V.N. on August 27, 2019, and she timely requested a hearing.