

**SUMMARY EXPLANATION AND BACKGROUND**

Mary C. Coker (hereinafter “Coker”) is the Director of Procurement and Warehouse Services (hereafter “Procurement”). On October 31, 2019, Coker dressed in a “Flasher Costume” while attending Lanier Education Center (hereinafter “Lanier”) and the Procurement and Warehousing Services Department, TSSC Building (hereinafter “TSSC”) and TSSC Annex. Coker’s Flashing Costume consisted of only a black coat and hat, with a tight fabric underneath which replicated a naked female body with breasts, drawn on nipples, and simulated pubic hair in the genital area.

On October 31, 2019, Coker, dressed in her “Flasher” costume, appeared at the front office of Lanier. While in the front office, Coker opened her coat and “flashed” the present employees. Four of the employees were shocked at the inappropriate costume. They felt the costume was inappropriate for a school setting. No students were present in the front office at the time. When questioned during the investigation into her actions, Coker lied by denying that she flashed, or opened her coat, to anyone at Lanier.

On the same day, after departing Lanier, Coker participated in a Halloween Brunch & Costume Parade (hereinafter “Brunch”) at TSSC from 11:30 A.M. to 1:30 P.M. At the Brunch, Coker inappropriately “flashed” staff and colleagues depicting a naked female body, while moving in a sexually suggestive manner. Two students were present during the Brunch.

On the same day, Coker led employees around TSSC and TSSC Annex for a “parade” where Coker flashed every department visited by the parade in TSSC and TSSC Annex.

The Administrative Counsel prepared the Administrative Complaint and provided notice to Coker that a recommendation for her demotion will be presented to the School Board on December 10, 2019. The deadline for requesting a hearing will expire after the Board meeting. Staff will advise the School Board whether a hearing has been requested.