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**Love 'Em or Leave 'Em:  
Warn, Remediate, or Terminate?**

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Warn, Remediate, or Terminate?

- **WARN:**
  - Written Warning/Reprimand
- **REMEDiate:**
  - Notice to Remedy
  - Remediation Plan
- **TERMINATE:**
  - Dismissal

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Insensitive Irene

- Kindergarten teacher
- Lives a block from the school (not visible)
- Lawn sign
  - “Lawn Vandalism courtesy of Asshole Arab neighbor”
- Reported by several coworkers of the teacher who live nearby
- School has no Arab population, but Irene’s neighbor is of Arab descent

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Alternative Facts: Insensitive Irene

- School has many Arab students
  - Irene's neighbor's child goes to the school
- Home is visible to the school
- Reported by parents of students?
  - By parents of Arab students?

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Snowbird Sally

- Teacher visits Italy on winter break
- Sporadically calls in sick for the next month
- Fails to respond to emails
- Last Friday, she returned to work with no notice

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P.E. Teacher Putz

- Middle school phys ed teacher
- Student bumps into classmate, who pushes him into bleachers
- Mr. Putz examines the student, tells him to see a doctor
  - Does not notify parents directly
  - Does not fill out accident report
  - Does not send the student to the nurse
- Six weeks later, student sees doctor → diagnosed with broken hand
- Parents are furious
- Mr. Putz says he did not have time to take further action

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**Critical Carla**

- Supervisor is Department Chair Dave
- Carla sends email about Dave
  - Criticizes leadership
  - Questions judgment
  - Copies other staff members

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**Teacher Tom**

- Alumni Facebook group
- Gossip about Teacher Tom
  - Sexual relationship with former student
  - Student not named
- Teacher in group comes across post, provides to administration
- No direct report to school

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**Teacher Tom, Take Two**

- Issue raised by current students about current student
  - Student, Sad Sally, had emotional problems and suicidal ideation in the past
- Investigation shows “counseling relationship” with student
- Teacher Tom
  - Failed to refer Sally to in-school supports
  - Failed to consult with a licensed and trained professional about Sally’s issues
  - Engaged in “inappropriate physical contact (hugging)” with Sally
  - Told another student Sally was suicidal and he was helping her

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**Gym Teacher Jekyll**

- Male teacher
- Reprimands some students
  - “brats,” “selfish,” “rude”
- Used inappropriate language with other students (female)
  - “sweetie” and “honey bunny”
- Also, inappropriate and unwelcome touching
  - Hugging, touching on shoulders, arms
- Also, gives students letters at end of year stating he loves them and will miss them

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**Big Mouth Bob**

- High School Teacher – teaching seniors
- Comments
  - “You have to slut yourself out to colleges. You are dating them. You need to make them work for it.”
  - “Teacher Latina was cute and smelled good and she was the kind of teacher that would put her hands on your shoulders” (while shaking your hips and mimicking a Latina accent).
  - “These places don’t have sorority or fraternity life where a bunch of people wear Greek letters on their ass.”
  - “You’re going to go to a party and you don’t know whose underwear you are wearing the next day.”
  - “What? Oh, I thought you were asking about underwear” in response to a student asking a question about financial aid.

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**Calculus Comedian**

- High school calculus teacher
- Told Student A, who is a student with a disability, that if she were to receive emergency medication during school it would be embarrassing, so she should withdraw and take courses online.
- Jokingly demonstrated to Student A’s brother, Student B, in very specific detail how he would administer medication to his sister (an anal suppository) to Student A at school.

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Alternative Facts: Science Class Comedian

- Class demonstration involving liquid nitrogen
- Student asks effect on sweatshirt; teacher says "I don't know, let's find out"
- Teacher pours on student's chest
- While student is lying on ground, teacher unexpectedly pours on student's groin

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Political Polly

- Political Polly is Student B's teacher
- Student B wore sweatshirt with salute to service members on it
- Student B says Political Polly said "How about those losers who don't stand for the flag? I'd like to shoot them"
  - Political Polly said she told Student B she would like to shoot NFL players who refused to stand for the flag; otherwise denied making comment
- Other students overheard the remark and verified she made it

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Convenient Cathy

- In September, Cathy faces charges of an inappropriate relationship with a female student
- She takes FMLA leave right before the first fact-finding meeting is scheduled
- Her doctor says she is not clear to return to work for the remainder of the school year

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Teacher Tammy

- Teacher Tammy's husband, Party Bus Paul, runs a party bus
- Makes a television pilot starring himself as party bus king
- Teacher appears in the pilot, with partying, drinking, and salacious dancing
- Video spreads like wildfire through parent community

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Security Guard Snoopy

- Seen at a bar at 1 p.m. on a school day
  - Drinking beer (8 total)
  - Watching security footage from school district on iPad
    - Students visible and audible on stream
  - Other patrons and employees could see/hear video stream
- In fact-finding, Snoopy said:
  - Not uncommon to watch footage at public establishments
  - Not related to a job task – just because he is “nosy”
  - Didn't see what was wrong with watching stream in public
    - “I've don't this many times before”
    - “Never been a problem before”
    - “Some nosy person just ratted me out”

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Security Officer Stallone

- Physical altercation with former student
- Captured on Video
- Teacher breaks up fight

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Alternative Facts: Security Officer Stallone

- What if fight was with a current student off school grounds
- A former student on school grounds
- A current student on school grounds
- Does it matter who the aggressor was?

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"Code Orange"

- Football team hazing in locker room
  - "Code Orange" – parking cone
- Coaches were not aware, but students were often left unsupervised in locker room
- Athletic Director:
  - Provided supervision policy at start of each season
  - Knew coaches did not adhere consistently to it
  - No consistent assignment for coaches to cover room at certain times, so coaches said they assumed others were supervising

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