

SED #	Charges Brought	Decision Date	Case Length (Days)	Charges	Penalty	Hearing Officer
3376	2/27/1997	1/13/1998	320	Improper Touching of Student, Conduct Unbecoming a Teacher, Insubordination: Inappropriate relationship and sexual contact with student: placing hands on her buttocks, "making out" with her in his truck on school grounds. Attempted to silence her, harassing her. Attempted to persuade other students to not talk about incident, and attempted to contact her family. Incredibly respondent was guilty of 12 out of 13 charges and was not terminated! Fined \$30,000. Per Hearing Officer, 27 years, fine teaching, lesser penalty warranted. Can't be store advisor or "alone with female student."	Fined	McDonnell
3210	5/13/1996	5/14/1997	366	Teacher who improperly kept a master key, after a summer job as a custodian, to gain improper access to school building. When caught taking food from the school cafeteria, he was directed by the principal to return the key. Several months later, it was discovered he had kept a copy of the key, and also potentially let a former student have access to it, and when caught, lied about it. He also forged the principal's signature on an order form, improperly used a \$2,400 purchase order, and the school postage meter. Teacher terminated because, per the Hearing Officer, the teacher played loose with rules and regulations. Forging the principal's signature, whether criminal or not, was not the proper act of a teacher.	Terminated	Bantle

4033	6/5/2000	3/23/2001	291	<p>Middle school teacher, 29 years employed, who touched a female student's hair in class even after she said stop. Said she "had soft hair". Also Insubordinate because did so despite prior counseling memo and letter to cease and desist inappropriate comments to students.</p> <p>1 Month Unpaid Suspension and 3 credit course on student/ teacher relationships and sex harassment, at Respondents expense and time. NOTE: School District initially sought a 2 month unpaid suspension, but later argued for termination.</p> <p>Per the Hearing Officer, the comments made here are much milder than those that gave rise to the prior warnings. Furthermore, the students were neither entirely credible nor consistent.</p>	Suspended	Lawson
3191	3/15/1996	1/29/1997	320	<p>Conducting Unbecoming a Teacher: one incident wherein a teacher kept a student alone with him after class without his parent's permission. Received a letter of reprimand.</p>	Reprimand	Kowalski
5198	3/2/2005	9/24/2005	206	<p>A teacher who wrote harassing notes to co-workers, stating, inter alia, "F*** you," and "you will not see 2003." He was charged criminally for two notes, convicted of Aggravated Harassment, and sentenced to 3 years probation. Orders of Protection were issued for the three co-workers. Per the Hearing Officer, regarding the Orders of Protection-- termination wasn't necessary, the School District should just reassign the respondent (?!).</p> <p>Per the Hearing Officer, while the respondent's letters were a "troubling" and "inexcusable" reaction to his perception that the teachers to whom he sent notes had a poor attitude about the school, dismissal is mitigated against by 28 years of otherwise competent service. Hearing Officer imposed a 1.5 year unpaid suspension</p>	Suspended	LaLonde

3680	5/6/1999	8/14/1999	100	<p>Improper remark of a sexual or vulgar nature to students: One incident wherein a driving teacher, said to one female student, in front of several students during a driving lesson used a "vulgar sexual expression", despite prior 3020-a for similar misconduct. (Settled, 20 day unpaid suspension). While "severe penalty warranted" here, 21 years service mitigates, deserves "one final chance." FINE of 45 days pay OR Unpaid Suspension for 45 days.</p> <p>Note in calculating length, used P date, decision did not state when charges brought. Misconduct occurred 11/18/98.</p>	Fined	
4701	5/13/2003	4/24/2004	347	<p>Fifth grade art teacher who struck a 5th grader on upper arm or shoulder leaving red marks. Also charged with insubordination for doing despite prior warnings, School District policy and regulations; AND in contravention of prior discipline imposed AND in contravention of prior remedial assistance given (training programs on how to deal with frustrating students). There had been 2 prior settlement agreements. Here, the Hearing Officer terminated her, he finds School District made sufficient efforts to remediate, and progressive discipline had been imposed.</p>	Terminated	McDonnell
8378	5/23/2007	8/20/2009	820	<p>Teacher who viewed and distributed on School District computer and e-mail. Pornographic and or obscene materials. Per the Hearing Officer, while serious misconduct; there was disparate treatment of other employees guilty of same misconduct. , and respondent had otherwise good record in 6 years with district. Hearing Officer imposed a 6 month unpaid suspension.</p>	Suspended	Campagna

3246	6/13/1996	4/17/1997	308	Incompetency: Teacher found guilty of name-calling and using comments that demeaned students; allowed students to go into the hallway to "mouth off", used toys, objects and props in an inappropriate manner. Improperly assisted students during an exam. Also, consumed alcohol before chaperoning a student dance. Hearing Officer imposes a two month unpaid suspension, and remedial training, and 4 observations per year for the next two school years.	Suspended	Pohl
2978	12/15/1994	3/2/1996	443	Corporal Punishment and failure to keep proper student records. Hearing Officer imposes a 2 month unpaid suspension.	Suspended	Rinaldo
		highest	820			
		lowest	100	Terminated	2	
		average	395	Suspended	5	
		median	320	Fined	2	
				Reprimanded	1	
					11	