



CHANDLER UNIFIED SCHOOL DISTRICT NO. 80

James T. Perry Administration Center • 1525 West Frye Road • Chandler, Arizona 85224
(480) 812-7000 • FAX: (480) 812-7015

"Dedicated to Excellence"

Camille Casteel, Ed.D., Superintendent

September 9, 2018

Sent via email to JL Hill <jleonhill1970@yahoo.com

Jennifer Hill

Dear Ms. Hill,

On September 4, 2018, you accepted a one-day assignment as a substitute para-educator at Chandler High School. A number of concerns were reported to the Chandler Unified School District administration regarding your conduct related to the assignment, from individuals employed by the District and third parties that became aware of your social media posts on, or around, September 5, 2018. The administration investigated the concerns and found evidence that your conduct as a substitute para-educator failed to comply with Governing Board Policy, Administrative Regulation and expectations for staff conduct. As a result, the District will no longer be using your services as a substitute teacher or other substitute staff member. You will be paid for any monies owed on the next regularly scheduled payroll.

More specifically, on September 4, 2018, you photographed students and employees during your paid work time. The purpose of your photographs was for a non-school purpose. You did not have permission from the administration, the staff or parents to take the photographs or subsequently post them on social media. The photographs were accompanied by accusations and criticisms of the District and its staff that were inaccurate or misrepresented the facts, based upon our investigation. Examples of the same include, but are not limited to:

- The coffee kiosk did not cost \$100,000.00;
- The t-shirts you criticized were site-approved college day shirts;
- The adults in the PE class refute your allegations that children were mistreated;
- You were provided details of your assignment (including specific needs of the students) from the para-educator for whom you were substituting; and
- You were given a notebook with your schedule and class rosters.

In addition, your job performance on September 4, 2018 did not meet the District's reasonable expectations. For example:

- According to staff, you did not stay engaged with the students and instead, separated yourself (presumably so that you could take your photographs). For example, according to the Adaptive PE teacher, after 5 minutes during circle time, you removed yourself from the group circle (with



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students and staff) and sat at a table in the back of the room, away from the students you should have been helping to support and supervise. You had your phone out.

- You were 20 -30 minutes late for third hour. You asked the teacher if he needed your help and he said, "no", but this did not mean that you were authorized to leave the classroom. The teacher and students may very well have needed your help during the remainder of the class period. However, instead of remaining in the assigned classroom, you left and the teacher did not know where you were.
- At the end of the school day, you were asked to help a student out to the bus. You agreed, but then disappeared and checked out of school. The teacher had to assign someone else to assist the child.
- We also confirmed that on September 4, 2018, you did not report any alleged concerns to the site administrator, as you should have done if you determined that there was improper conduct by staff or mistreatment of students. Governing Board Policy GBEA, Staff Ethics, states that employees should "direct any criticism of other staff members or of any department of the school system toward improving the District. Such constructive criticism is to be made directly to the school administrator who has the responsibility for improving the situation." Instead of following the policy, you immediately posted your concerns on a public website. You did not share your concerns with District administration until September 9, 2018.

As a result of the culmination of your actions, it is exceedingly difficult for District or school staff to trust your intentions or actions or feel comfortable relying upon you to provide our students with the care and attention they require and deserve.

We are requesting that you immediately remove pictures of employees and students taken without their permission.

I have enclosed copies of Governing Board Policy GBEA and Administrative Regulation GBEB-R, with pertinent portions highlighted.

The District administration is in receipt of your email dated September 9, 2018, with detailed information regarding your concerns. We will investigate and take appropriate action. If you have any additional information you would like to share, you are welcome to do so in writing, addressed to my attention, and I will carefully consider the same.

Respectfully,

Sandy Cooper
Assistant Superintendent for Human Resources

Enclosures

Cc: Personnel File