

Dr. Mutchler
Mr. Grosso
227 N. Fourth Street
Geneva, IL 60134

May 22, 2019

Dear Mr. Grosso and Dr. Mutchler,

This letter is a response to the Notice to Remedy that I received on April 24, 2019. I would like this placed in my personnel file along with the Notice to Remedy. I have worked in Geneva CUSD 304 for 13 years and have never been a part of the disciplinary process for any reason. Since early on in my career here, my principal has viewed me as a leader of my middle school. I have worked with a large variety of teachers as there has been many staffing changes throughout my tenure at GMSS. There have been specific instances in which my principal has asked me to help guide a team of teachers that struggled with their interpersonal relationships and their positivity. There have never been any disciplinary measures taken against me in terms of my relationships with staff, parents or students or in terms of my teaching practices. Since the beginning of my career in Geneva I have always received overall proficient ratings including many sections of excellence. I have worked hard to better myself as a teacher through professional development and guidance through coworkers and administration.

The letter I received on April 24, 2019 states that I have been found deficient and unsatisfactory in my conduct as a tenured teacher. Yet, the deficiencies stated are in no way related to my performance as a certified teacher. As I stated during my fact-finding interview, I did use the address for Geneva Middle School South on one form that was to register the Geneva Education Association's political committee name "Geneva Educators 4 Students." I used this address in error because it is the address used for all Association business since I became treasurer 10 years ago. No funds were sent to this address and no campaign material sent to the public included this address. My error was a simple mistake and was in no way intentional. Board Policy 3233 prohibits *intentional* use of property and resources of the Board of Education in connection with prohibited political activity. In addition, during my fact-finding interview, I informed the lawyer interviewing me that I had filed final paperwork to close the committee. Using this address on one form was the extent of my mistake.

A Notice to Remedy is an extreme form of discipline that was not warranted by my small mistake. According to the collective bargaining agreement, insubordination includes any willful refusal to follow an order, directions regulation or policy of the Board. Using the school address to create the political committee was not a willful refusal on my part to follow a Board policy. I used the address out of habit due to the fact that it has been the GEA address for over 10 years. The required corrective action of this Notice to Remedy makes the rest of my career in Geneva tenuous at best. After thirteen years in this district with no previous disciplinary actions, this Notice to remedy was unwarranted. The Collective Bargaining Agreement clearly outlines a progressive discipline plan that would have been much more appropriate for this small infraction that had no relation to my teaching or interactions with students, parents or staff. In my opinion, a verbal warning should have been the extent of my discipline for this mistake.

Kim Hardt