

May 7, 2019

To Whom it May Concern:

On April 22, 2019, I received a Letter of Direction from District 304. Within it, I was informed of a Board Policy that I did not break. This letter is to serve as a response to that letter, as a rebuttal towards the drastic measures this district took during the process, and as a testimony to the excellence I have put forth in my 15 years in this district.

In my 15 years in this district, I have served on numerous committees, coached tennis, sponsored Spanish Club, served on the faculty selection team for NHS, taken students to Costa Rica, and served as a representative of the GEA. My past three teacher evaluations have been ranked as "Excellent," and I have never been disciplined in any way, either by building or district administration. Needless to say, it came as a shock to me to find that I was being investigated for alleged ethics violations during the month of March.

The details surrounding the investigation, the communication, and the final Letter of Direction are shocking, hurtful, and illogical. I was initially accused of receiving campaign materials in my mailbox at GHS. This is alarming not only because I was the *recipient* of materials *I did not request*, but also because the initial information that an envelope was delivered to my mailbox was not communicated to the district in a formal manner. Rather, this information was first blogged in an unreliable tabloid-like internet post. This led to an "informal complaint," made by a person who still remains un-named. The steps the district took to collect information were certainly not "informal." In what could have been resolved in a very simple conversation between Human Resources and myself, was decided weeks later by a district attorney that there was "not sufficient evidence to suggest that [I] violated Board Policy regarding the prohibited political activity." This alone should indicate to any reasonable person that the Letter of Direction should never have been placed in my personnel file. I do not understand or agree with the concept that letters like these should be placed in a personnel file for **NOT** violating Board Policy.

It took the district 3 weeks and countless tax dollars in lawyer's fees to determine that I did NOT break Board Policy. And yet there is a letter in my file; a letter that serves as reminder that the district is watching me to make sure I do not break the Board Policy I was already accused of breaking. I feel as though I am being intimidated by my employers, by the very district I have given 15 years of my heart and soul to. To say I am hurt is a gross understatement. I live in this town. My children attend these schools. I wish I could feel proud of that.

I hope someday the relationship between teachers and the School Board and Superintendent are mended. Let me be clear: this is not the way to "move on." This is not the way to reestablish trust. This is irresponsible and damaging.

Thank you for listening to my concerns.

Jessica Egan