

Today we concluded the investigation into the alleged hate speech by one of our substitute bus drivers. The investigation included what I deem very positive and respectful dialogue with our substitute bus driver regarding the posts she made to Facebook. Our substitute bus driver openly acknowledges that her actions were wrong and accepts full responsibility. As she reflected on the nature and content of the posts it was clear that our substitute bus driver is very sorry for her actions and does not want to be characterized by the remarks she posted. She acknowledged she was experiencing significant personal stress at the time of the posts and believes that contributed to her poor judgment.

As Superintendent of the Agency I believe strongly in restorative practices for our students as well as our staff. Our substitute bus driver desires the opportunity to prove she learned her lesson and pledges not to engage in such acts again. I have decided to give her that chance as I believe she will model good behavior for our students. However, due to the significance of this issue, I have also decided that disciplinary actions are warranted. Our substitute bus driver is in agreement with and accepts the consequences we have imposed, which consist of a written reprimand that will document this matter and be placed in her personnel file, the removal of potentially controversial public posts from her personal Facebook page, an unpaid suspension of at least two weeks, a requirement to complete racial sensitivity training under the supervision of our Executive Director for Administrative Services, and re-training on our Agency Board Policies.

Life presents us with many opportunities to learn. Although I am disappointed in the actions of our substitute bus driver I am pleased that she is confronting this matter by accepting responsibility, committing herself to learning from this experience, and being a good role model for our students and staff.