

Report of Investigation
In Re: [REDACTED]
Conducted by
Chuck Kelley
Date: 07/23/2018

Summary of the Complaint

On 07/23/2018, a complaint was received in the Professional Standards Unit of the Deputy Superintendent's Office regarding a situation within the Cleaning Services Department. [REDACTED] KISD Cleaning Services Specialist, advised that he was in the process of issuing a written reprimand to Cleaning Services Custodian [REDACTED] for sleeping on duty. [REDACTED] advised that after meeting with [REDACTED] a Lead Custodian passed him information that [REDACTED] is in the pornography business and has a link to her porn site on her Facebook page. [REDACTED] then passed the information to the Professional Standards Unit for an investigative inquiry.

Investigation Methodology

On 07/23/2018, after receiving the above information, it was determined that an investigation would need to be conducted to ascertain the validity of the allegation. I asked Professional Standards Administrator [REDACTED] to assist me in looking up [REDACTED] on Facebook. Together, we ascertained that [REDACTED] has two Facebook pages with links to a site called "Wildcat Exclusive Adult Entertainment Website". The site displays photos of [REDACTED] in various "risqué" poses that could be deemed as pornographic. It has links that describe adult content to include XXX videos, Porn Hub Playlist videos, XXX Stores, Adult content photos, etc.. She also has a link where subscribers can pay \$9.99 per month to view her "Wildcat Exclusive Uncensored Pictures and Videos". I was also able to access her Instagram account which displays various videos that display [REDACTED] in lingerie outfits revealing her entire rear end unclothed and shows videos of her "twerking" displaying her bare rear end. I was also able to locate many videos of [REDACTED] "twerking" in lingerie or showing her bare rear end on YouTube searching Wildcat Exclusives. It was ultimately deemed that an interview with [REDACTED] will be necessary to ascertain the extent of her "adult entertainment" business and activities.

NOTE: I spoke with the Lead Custodian who originally informed [REDACTED] of the above information. Her name will not be listed in this report but will be available if needed. She advised that it's common knowledge within her employee circle of friends that [REDACTED] has a porn website. She stated that [REDACTED] is very open about this fact and tells other co-workers that she sells videos and photos to clients showing her in nude poses and dances nude because her job with KISD doesn't pay enough. [REDACTED] reportedly also advised that she paid her way thru college making money in this manner. The Lead Custodian further advised that [REDACTED] has no problem showing off her body and generally dresses very provocatively wherever she goes.

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Summary of the Testimony and Evidence:

Ms. [REDACTED] KISD Cleaning Services Custodian:

On 7/24/2018, an interview was conducted with [REDACTED] in the KISD Professional Standards Unit. Also, in attendance during the audio recorded interview was KISD Professional Standards Administrator [REDACTED]. During the interview [REDACTED] advised that she has been a KISD employee for nine years and has worked exclusively as a custodian. When asked about if she was employed outside of the district, she stated that she is currently employed as a “dancer” at a local men’s club called the Bunny Club. She stated that the club is what would be commonly referred to as a strip club. She said she works Monday night thru Thursday night, and usually gets off at 3: 00 AM. However, there are times when she will not get off until 5:00 AM. She then has to be at work as a district custodian at 6:30 A.M. She stated that her most recent reprimand was due to her supervisor catching her sleeping on duty. She explained that this was due to her not getting enough sleep between jobs.

When asked if she has any other employment other than the strip club and the district custodian position, [REDACTED] said she sells videos on-line via a website called “clipsforsale.com”. This site is used to sell video recordings of her dancing in lingerie. She said she is also connected with the Wildcat Adult Entertainment Website. She said it is an adult entertainment site. Besides having videos and photos of her dancing in lingerie, she said that this site has videos of her having sex with different people (not all at once), and videos of her in sexual positions with “toys”. [REDACTED] stated that customers have to pay for these videos utilizing a credit card. She said that the “clipsforsale.com” site utilizes a direct deposit method of payment. She said she has been connected to these adult sites for five years. She stated that she does these videos and works at the club because her custodian job does not pay enough for her to maintain [REDACTED]. She said she [REDACTED]

[REDACTED] stated that she made sure that she was not breaking any laws selling her “sex” videos. She further advised that if given the opportunity to keep her KISD employment, she would quit dancing at the club as well as would remove herself from the video business and take down any YouTube videos or photos that are on-line showing her dancing or posing in lingerie.

Finding of Facts:

The Killeen ISD employee handbook states that all District employees will adhere to the Educators’ Code of Ethics. [REDACTED] violated the KISD Enforceable Standards of Conduct (Personal Use of Electronic Media) (Policy DH) section of the Employee Handbook, found on p.

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42, which states: "Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), Web logs (blogs), electronic forums (chat rooms), video-sharing Web sites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Instagram, Twitter, LinkedIn). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and Web-based applications.

As role models for the district's students, employees are responsible for their public conduct even when they are not acting as district employees. Employees will be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for Web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content".

[REDACTED] also violated the KISD Enforceable Standards of Conduct DFBB (Local) # 15 and # 18 which state:

(15) Failure to meet the District's standards of professional conduct.

(18) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity.

Exhibits

1. Various Facebook printouts depicting [REDACTED] and her adult entertainment website.
2. Various Instagram photos from [REDACTED] account depicting her in lingerie in various poses to include those wearing G-strings and bare rear end photos.