

June 2, 2022:

Charges for removal of Charles Adams from office, for submission to the Commissioner of Education for approval, pursuant to KRS 160.350(3):

Superintendent Adams violated the professional code of ethics for Kentucky school certified personnel, as adopted by the Education Professional Standards Board in 16 KAR 1:020, by failing to strive toward excellence, failing to recognize the importance of the pursuit of truth, failing to safeguard the freedom to teach, using institutional privileges for private gain, failing to exemplify behaviors which maintain the dignity and integrity of the profession, failing to accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities, and by using coercive means or giving special treatment in order to influence professional decisions.

Specifically, the conduct of Superintendent Adams, as described by [REDACTED] in her lawsuit against the Board of Education, appears to be substantiated or corroborated by witness interviews and other evidence. While the Board does not find the conduct or comments to have been sexual in nature or to have created a sexually hostile work environment, the unwanted behavior directed at [REDACTED] failed to safeguard [REDACTED] freedom to teach. Mr. Adams' frequent visits to [REDACTED] classroom and his use of her personal cell phone number to text her about matters unrelated to her employment duties reflected a utilization of institutional privilege for his personal benefit. Mr. Adams has expressly denied sending text messages to [REDACTED] which have been corroborated by screen shots from [REDACTED] cell phone, and this denial demonstrates a failure to recognize the importance of the pursuit of truth. Similarly, Mr. Adams justified the apparently excessive attention he gave to [REDACTED] by claiming that he shows extra attention to employees who are Spencer County natives or graduates from Spencer County High School. However, other employees have expressed that this is inconsistent with their experience or observation. This also demonstrates a failure to recognize the importance of the pursuit of truth. Mr. Adams has expressly indicated an intent to retaliate against one or more individuals who were involved in initially bringing [REDACTED] allegations to light, thereby using coercive means in order to influence professional decisions and/or demonstrating a failure to accord just and equitable treatment of these individuals in the exercise of their professional rights and responsibilities. Collectively, these behaviors show a failure to strive toward excellence and a failure to exemplify behaviors which maintain the dignity and integrity of the profession.

Additionally, these behaviors distract from the educational mission of the Spencer County Public Schools, interfere with the orderly and effective administration of the educational program of the District, and constitute a disruption of the educational process.