

## Summary of Events

### *Mr. Chambers's Admittance of Pupil Records Law Violation and Surreptitious Audio Recording*

#### April 9, 2021

During Mark Chambers's grievance hearing, Mark presented information to support his claim. One of the artifacts Mark tried to submit into evidence was a discipline record of a high school student. Mark admitted, at the hearing, that he had obtained this record from Skyward.

Another piece of evidence he tried to submit was a transcript of a meeting between Mark (and representative) and administration. Mark admitted, at the hearing, he surreptitiously recorded the audio of this meeting without administration's knowledge. Neither of these artifacts were allowed by the Independent Hearing Officer.

#### Conclusion

As a veteran teacher, Mark is fully aware that student records are private and confidential and should only be possessed by student, parent, or for educational purposes. Using confidential, student records for personal matters is not only a violation of District policy, but also a violation of the federal Family Educational Rights and Privacy Act (FERPA).

The surreptitious recording of a private meeting between Mark and administration was unethical.

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### Mr. Chambers Undermining a Decision Made by Administrator

#### September 23, 2021

Mr. Chambers sent an email to Business Official, Steve Board (as well as copied all district personnel) regarding a district-wide communication sent earlier in day. Mr. Chambers's email addressed the District's presentation on a long-range plan and asked how the plan addresses lack of trust. In his email, Mr. Chambers stated "...may I suggest an email to all RSD to help alleviate any questions other staff may have as well."

#### September 24, 2021

Mr. Board responded to Mr. Chambers's email (CC'd Jarred Burke). Since no other employee had (or has to this day) expressed their concerns regarding the plan, it was not felt that an ALL RSD email was required. Instead, this felt more like one-person's opinion and therefore the communication should be kept between those parties.

#### September 27, 2021

Mr. Chambers responded to Mr. Board and ALL RSD stating "I remember suggesting than an ALL RSD response may be appropriate to ensure that anyone else who may have that same/similar concern be able to understand..."

#### Conclusion

Mr. Chambers had no regard for the decision made by an administrator and instead did what *he* felt was the right thing to do. He did not reach out to Mr. Board to determine if it was ok to share the email with staff, or if Mr. Board simply forgot to "Reply to All." Instead, he took it upon himself to undermine the decision made and proceed as "he suggested."

## Summary of Events

### Mr. Chambers's Communications Around Student Planners

#### October 5, 2021

At a 7-12 staff meeting the concept of student planners was brought up. Mark asked a question something to the effect of "What happens if a student doesn't pay for their planner fee?" Mr. Bosworth said that student fees accumulate in our records and must be paid prior to graduation to receive a diploma.

Later that day Mark sent separate (but identical) sarcastic emails to two office secretaries telling them that he was going to need to leave school during the workday to go home and collect \$12.00 so that he could pay the fee.

*I'll need to leave a for a bit at the end of the 2<sup>nd</sup> block so that I can collect \$12 for the student handbooks that my children are required to purchase to ensure they will both receive their diplomas upon graduation. Marcia received both of those planners in her mailbox on Thursday, September 16<sup>th</sup> and she emailed me to let me know she gave them to you. Please set them aside so I can provide the mandatory \$12 requirement. I surely don't want my children to be punished by not collecting their diplomas due to a \$12 payment for a student planner that they'll never use.*

There was no urgency/emergency to pay the fee. Student fees were typically collected in August and early September when students registered for school. This wasn't an employment related reason to leave the building during the workday.

#### October 6, 2021

Mark sent an email to the entire school board, district administrator, business official, and building principal asking questions about the purpose behind having student planners. Mark insinuated in his email that student planners were "simply a means to gather revenue".

*Jon,*

*Before I write the check to cover the two planners for my son and daughter, as well as to ensure they will receive their diploma upon graduation (as it was stated in our staff meeting this morning that withholding their diploma would be a consequence for failing to pay for the planner), I'd like to ask for a bit of clarification, if you'd be so kind as to oblige.*

*What is the purpose for the planner (why is it necessary)? Why is it mandatory that they purchase a planner? What does the planner have to do with their educational experience at this institution? What are all the possible consequences for not purchasing a planner? Is the planner simply a means to gather revenue (as I've witnessed in this high school over the past 7+ years that students rarely keep their*

*planner with them or use it)? Since the planners didn't arrive until after the beginning of the school year, are they available for purchase at a reduced rate?*

*I'm genuinely and seriously interested in the above questions, so much so that I've included our board members (who would've approved this required fee) as well as Jarred and Steve who may be able to provide some of the financial implications associated with the student planner.*

*I look forward to reading your response soon.*

*Thank you for your time and consideration.*

### **Conclusion**

This is an example of Mark having a viewpoint of how things should be done and when existing policies/procedures do not align with Mark's views, he undermines the administration. Mark's subsequent actions of derailing the staff meeting agenda, sarcastic emails to secretaries, and finally an email to the school board insinuating the District is only using these planners to "gather revenue," are divisive and vindictive.

## Summary of Events

### *Mr. Chambers's Response to Parking Request*

#### May 3-6, 2021

Mr. Bosworth noticed various staff members were not parking in designated staff areas. As a result, three different reminders were sent to all staff emphasizing the parking expectations.

#### May 7, 2021

Mr. Bosworth noticed Mr. Chambers's vehicle was again parked in the Visitor parking section. An email was sent to Mr. Chambers asking for him to move his vehicle to an appropriate area. Mr. Chambers responded via email stating "I'll be sure to get my vehicle moved at my earliest (in)convenience."

#### Conclusion

These actions show how Mark disregarded the request of administration to park in designated areas. He then followed up this noncompliance with a sarcastic and disrespectful email when asked directly to move his vehicle.