



# Gary Community School Corporation

*Doing What Is Best For Students - Today - Tomorrow - Everyday*

4621 Georgia Street • Gary, IN 46409 • (219) 980-6326

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**Carlita Royal, Principal**

[croyal-rhenwick@garycsc.k12.in.us](mailto:croyal-rhenwick@garycsc.k12.in.us)

June 6, 2019

**Served Via Hand Delivery**

Ms. Alexis Anderson  
501 West 37<sup>th</sup> Avenue  
Gary, IN 46408

Re: Notice of Principal's Preliminary Decision

Dear Ms. Anderson:

This is notice that I have determined that your contract as a teacher with the Gary Community Schools should be canceled. The factual basis for my decision is outlined below.

Based upon my investigation, two teachers created a student award titled the "Most Annoying Student" for a 5<sup>th</sup> grade awards luncheon event that occurred at the Golden Corral on or around May 23, 2019. It is my understanding the award was given out by you at the luncheon (with the other two teachers who created the award also present) to two students – a male special education student and a female general education student.

The end of the year awards ceremony is designed to recognize students for their accomplishments throughout the school year. As a teacher, you have a duty to make sure that you treat students, staff, and parents with dignity and respect and to refrain from making any disparaging comments about them. Your actions described herein demonstrate you neglected this duty.

In addition, as a teacher, it is your duty to always maintain professionalism in your interactions and communications with students, staff and parents. You exercised poor professional judgment and engaged in inappropriate behavior by handing out these awards to students in front of other students, staff and parents who were also present at the luncheon.

It is also your duty as a teacher to be an acceptable role model to your students. You failed in your duty to be an acceptable role model to your students by participating in the process to hand out these inappropriate awards to the two students at this year-end school event.

In summary, by handing out to the two students the "Most Annoying Student" awards, you neglected all of these duties described above that are incumbent upon you as a teacher.



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The factual summary set out above constitutes the following statutory grounds for my preliminary determination that your contract with the School Corporation as a teacher should be cancelled:

- 1) Neglect of duty; and/or
- 2) Other good or just cause.

Please be advised that you have a right to a private conference with the Deputy Superintendent, Nakia Douglas, to discuss my preliminary decision concerning your status as an employee with the School Corporation. In order to preserve this right, you must request a private conference with the Deputy Superintendent within five (5) days from the date you first receive this notice. At the private conference with the Deputy Superintendent you may be accompanied by a representative. If you desire to request a private conference with the Deputy Superintendent, then you must submit your request in writing to the attention of Nakia Douglas through Erma Patton, Administrative Assistant, at [epatton@garyesc.k12.in.us](mailto:epatton@garyesc.k12.in.us). If you do not request a private conference with the Deputy Superintendent, then my preliminary decision becomes final and your contract will be cancelled. If you decide to request a private conference with the Deputy Superintendent, then after that conference, you have the right to an additional private conference with the Emergency Manager, Dr. Pete Morikis. Should you wish to meet with Dr. Morikis, you must submit a written request to the attention of Dr. Pete Morikis through Erma Patton, Administrative Assistant, at [epatton@garyesc.k12.in.us](mailto:epatton@garyesc.k12.in.us) within five (5) days after your private conference with the Deputy Superintendent. You are entitled to be accompanied by a representative of your choosing at the private conference with the Emergency Manager as well.

Sincerely,

Mrs. Carlita Royal, Principal  
Bailly Preparatory Academy

## ACKNOWLEDGMENT OF RECEIPT

The undersigned individual acknowledges receipt of this notice that was hand-delivered on June 7, 2019.

\_\_\_\_\_ Teacher Signature

\_\_\_\_\_ Witness Signature