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TO: Barb Williams
FROM: Eric Hoffman, Superintendent
RE: Suspension of Employment
DATE: May13, 2014

I considered your response to the allegations that you used inappropriate language and engaged in inappropriate physical contact with a student. As you know, your responsibilities as a professional educator do not include yelling "I am sick of you", "I am sick of your parents" and "I will rip you apart" to a kindergarten student. Moreover, your repeated use of physical force was completely unwarranted and unprofessional. Accordingly, I have determined to suspend your employment, without pay, for ten days. The suspension will begin on May 14, 2014.

Any future misconduct of this nature will result in your termination of employment. I will be notifying the Ohio Department of Education about this incident.

May 8, 2014

On Wed. May 7, 2014 at 1:10p.m., three cooks, Barb Clark, Oleta Kin, and Stacey Rickle, came to see me in my office regarding an incident involving a student and a teacher that they overheard in the gym hallway. The cooks were on their break at about 10:10a.m. when they overheard Mrs. Williams speaking very harshly to Ian Nelson. She was questioning him about being in the bathroom and then it escalated. They had a written down the comments that she made to him. "I am sick of you." "I am sick of your parents." "I will rip you apart." And That folder will be here tomorrow." They said that she was very angry and that when the conversation escalated that her voice became very low and growling. They felt that she had threatened him and were sure that even though they couldn't see what was going on, that she had laid her hands upon him. Mrs. Kin decided that she had heard enough and thought that if she stepped out into the hall to go to the bathroom that the verbal abuse would stop if the teacher saw her. However, she said she did not see them because they were in the boys' restroom, but she had seen who the boy was because he had poked his head into the staff dining room and she had made eye contact with him. Then when she came out of the restroom, she saw that it was Mrs. Williams walking with the boy down the hall. The cooks were very upset about the incident.

After they left, Susan Cole came into my office and told me that the cooks had reported that an incident had occurred between a staff member and a student, Ian Nelson, and asked her if she would check Ian for bruises. She did and found two old bruises on him, one on his face and one on his arm. She questioned him if any staff member had touched him and he said, "No."

I notified Eric Hoffman of the statements the cooks overheard Mrs. Williams make to the Ian and that Mrs. Cole had looked at him and checked him over.

May 8, 2014

At 7:30a.m. on Thursday, May 08, 2014, I asked Mr. Evans to show me the video of (May 7, 2014 at 10:00a.m. .

At 10:05a.m. Mr. Hoffman and I met with Mrs. Williams and she stated, "Ian Nelson has been going to the bathroom and not going, walking in and walking out. He thinks it's funny and then he has an accident and wets his pants. In computer he told Mrs. Holderman he had to go to the bathroom. I got kids to computer. She was in the hallway talking to Mrs. Hartman about Ian's IEP mtg. when Mrs. Hartman saw Ian going down the hallway and told her. He ran through the cafeteria and to the gym bathroom. He ran into the bathroom and out." She questioned him, "Did you go in the bathroom? I watched you go in and out." She said, "I was hard on him, yelled at him." She said to him, "Tell me the truth. Did you go to the bathroom? You are not supposed to go to the bathroom unless it's an emergency." She said, "I was furious. I was very hard on him." Eric asked her if she called him a liar. She said she didn't remember calling him a liar. Eric asked her if she touched him. She said, "I touched him on the middle of the chest and pushed him back. I was very heated." Eric asked her if she used the word "smashed". She could not

recall, but then I corrected Eric saying "Rip" "Rip you apart". She said that she had used that term before but not in that context like "This is going to rip this apart." She said again, "I was loud, in his face, and I pushed him back. I feel like I was over the top/edge. He's pushing me over the top/edge and my kids over the top/edge. I'm sorry. I don't know what to do with it."

Julie Spade, Ed.D.

Riverdale Elementary Principal