

**Washington Local Schools**

**Board of Education**

3505 W. Lincolnshire Blvd  
Toledo OH 43606

September 16, 2015

**VIA HAND DELIVERY**

Patrick Hickey  
Superintendent  
Washington Local Schools  
3505 W Lincolnshire Blvd  
Toledo OH 43606

Re: Reprimand for Conduct Unbecoming a Superintendent

Dear Patrick:

This correspondence is to address concerns which came to the attention of the Board of Education of the Washington Local Schools (the Board), to provide you with our formal reprimand for your past conduct, and to set forth directives for your conduct in the future.

The Board has found that your behavior toward district staff members, including the extent and volume of your communications, were perceived as overly personal, as well as inappropriate and intentionally intimidating. Your repeated display of lack of judgment and inappropriate interpersonal interactions over a significant period of time has jeopardized your leadership of the District, and for which you are hereby reprimanded.

In the future, you must make every effort to avoid *even the appearance* of impropriety in your interactions with all staff members. Your past conduct also compels the Board to provide you with specific directives for the future, which follow.

Under no circumstances are you to have any further interaction or communication with anyone you believe has lodged any concern about you, including staff members and board members, unless that communication is confined to school business.

You are to avoid *even the appearance* of retaliation.

You must use better judgment in your interactions with, and comments to, staff members. You must avoid any communication or action which might be perceived, in any way, as too personal, inappropriate, forward, or flirtatious; you must exercise even more caution if you must communicate with a staff member in a private setting or manner.

Do not use private means of communication with staff members.

You must never make comments or take actions which might be perceived as intimidating or threatening.

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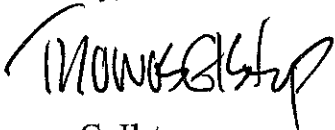
Overall, you must exercise better judgment in your interactions with staff members – both female and male.

Always conduct yourself in a manner which is consistent with conduct expected of a superintendent of the Washington Local Schools. Stay well within the parameters of the Licensure Code of Professional Conduct for Ohio Educators, Board policies, administrative guidelines, and the directives of this letter.

The Board trusts that you will abide by these directives, and further cautions that your future conduct and interactions must avoid *even the appearance* of impropriety. If you fail to do so, you will be further disciplined, which may include consideration of the nonrenewal of your contract or termination.

Finally, it is the expectation of the Board that you will accept this letter and its directives in a professional manner. There is to be no retaliation against any persons who raised concerns, any staff members, or this Board or any of its members, for this letter of reprimand. Your conduct following receipt of this letter, including any social media posts – professional or personal – or discussions with community members or others, must demonstrate your highest character. Correspondingly, you will be accorded with respect and you will be charged with continuing to lead and move the District forward.

Yours truly,



Thomas G. Ilstrup  
President  
Board of Education  
Washington Local Schools

cc: Patrick Hickey's personnel file