

James Oliver

2nd Grade Teacher

██████████ ██████████

On October 18th a Thursday, my 4th day there, ██████████ who I think is a ██████████, came into my room, and reminded me we need to get the progress reports out and asked if I knew how. I said yes. ██████████ then proceeded to ask me to login to my computer. As I logged ██████████ in, ██████████ went ahead and proceeded to open the grade book up in infinite campus. I went back to study my next lesson as it was my prep period. ██████████ remarked we need to get these printed and handed out tomorrow to bring home. As ██████████ looked at the progress report ██████████ remarked how low the kids were and printed out the progress report. ██████████ then called on ██████████ radio and said ██████████ was in ██████████ room and to come see the report. ██████████ and ██████████ came in to my room a short time later. ██████████ had the progress report spread out on the desks. ██████████ was standing up over the desk looking at the progress report. ██████████ was sitting down at the desk facing me as I was standing behind ██████████. The teacher's aide came to look and sat down next to ██████████. The group of individuals are: myself, the ██████████, ██████████ and the teacher's aide in my classroom. ██████████ commented "wow nothing but D's and F's. I have never seen so many." and ██████████ replied "we can't show that."

The teacher's aide said "yes, the long term sub said they have not made any progress from the 1st of the year. The sub already has all the grades for the progress report already."

██████████ said, "Yes, ██████ told me the same thing."

██████████ said "we can't send these grades out. We can't show that there is no improvement since the beginning of the year and we don't want the parents to see this either."

Then, ██████ said "I agree."

██████████ said "can we find some grades that they did do well on and use them?"

██████████ said "how are we going to average out the bad grades to look like good grades?"

██████████ said "don't worry about that now, let's just get some good grades out to bring those up." and continued on with "we can always put them back after we have sent out the progress reports to the parents. ██████ asked ██████

██████████ to look in their workbooks to see if there were any problems or pages that we can use for a test. ██████

looked and said "Almost all of the pages are not filled in". ██████

██████████ said "are these computers working back here"? ██████

██████████ all went to the 3 computers on the back table along the back wall. I told them I had to go pick up my kids. The teacher's aide had already left for the day.

When I came back to my classroom to get my stuff ready to go home, ██████ was still in my room. ██████ said "don't send

out any progress reports till Monday, just tell the kids to tell the parents that their progress reports will come out on Monday.”

I got my stuff to leave to go home. [REDACTED] was still at one of the back computer in my room as I left.

The following day (Friday October 19th, 2018), I told the students to tell the parents on Monday. That Friday the 19th of October 19, 2018 all through the day, [REDACTED] and [REDACTED] kept spending time on the 3 computers on the back table. Sometimes [REDACTED] would ask me to login to my computer. I would have to stop my lessons and go log [REDACTED] in. This went on all through the day. When I left that Friday to go home [REDACTED] was on one of the back computers.

The week of October 22-26, from that Monday till Friday, [REDACTED] all spend different times coming into my room while I was giving lessons and worked on the back 3 computers. [REDACTED] would go back and forth to my computer and ask me to login. Once login I would go back to teaching my lesson. This routine continued every day. The teacher's aide never did anything that I saw, except tell them about what the long term sub said. But, [REDACTED] saw all that I saw and heard. The week of October 22-26, from that Monday till Friday, when I would log [REDACTED] into my computer, [REDACTED] would close out my grade book, then ask me to do it again, only after a minute. Then after looking at the grade book [REDACTED] would ask me again to login. This went on like this many times through the week. Then around Wednesday October 24th, 2018, [REDACTED] came into my room and put some

papers in my basket and said” Hand these out to the kids for evaluation. We need to know what they know and don’t know. Later the papers were handed out and I told the students that this was not a test. We were just trying to see what they were having trouble with to help them do better in school and when you’re finished put them into the homework basket and [REDACTED] will pick them up at the end of the day. [REDACTED]

[REDACTED] were in my room every day all 2 weeks I was there.

The teacher’s aide was always in the room from 11:00 am to around 1:00 pm.

Friday October 26th, when I had already brought my students to afternoon specials and was leaving my room, I was met by [REDACTED]

[REDACTED] said “just got these done can you hand these out when you go pick up your kids and tell them to put them in their backpack and be sure their parents get them?” I said yes and continued out my room as [REDACTED] went inside my room.

As I was walking to pick up the students, I started looking at their grades. I was shocked to see their grades! Now that I see proof they really did change grades I knew I had to find someone I could trust quickly and tell and show before I release them to the students. I looked around to see if [REDACTED] was around and I did not see [REDACTED] I then went and showed the grades to my [REDACTED] and [REDACTED] was shocked and upset.

I said to [REDACTED] "how can their progress report show D's and F's and now show A, B, and C's? I saw maybe 1 F and just a couple of D's."

[REDACTED] said "Yeah, I heard one of your students shouting out "I got all A's and B's!" I never got that before."

[REDACTED] continued on saying "I wish I could add grades to some of my low students."

[REDACTED] then told me "they are trying to set you up. They had you login with your username and password to make it look like you did it. You need to talk to your Union Rep. immediately. "I said I can't touch that computer or even come back here unless I report it.

I replied "I also need to tell the parents that I did not post these grades or even grade them. In fact, I have not given 1 test paper out or even graded 1 paper since I have been here these past 10 days. I never even seen any test by any students, just an evaluation paper. Knowing this I have to report it." I then went and talked to another [REDACTED] teacher that has the room next to me, [REDACTED] also agreed about what [REDACTED] said about trying to set me up and that I need to talk to my Union Rep. [REDACTED] gave me a Union Representative [REDACTED] used before, [REDACTED] I tried to call and speak with [REDACTED] that evening, but [REDACTED] had a voice message saying that [REDACTED] was out of town, so I left some voice mails explaining a lot of issues at [REDACTED] Monday, when the Union was open, I made some calls to a Union Rep. [REDACTED] explaining the problem. [REDACTED] said "let me call someone." [REDACTED] then gave me a

number and said "call this number after 10 minutes." After 10 minutes, I called and scheduled an appointment at 3pm to speak with [REDACTED] on Monday October 29th, 2018. I told my story to [REDACTED] Since I left on Friday October 26, 2018, and on Saturday October 27th, I put in for a [REDACTED] My [REDACTED] is currently [REDACTED]

[REDACTED] coming to [REDACTED]

[REDACTED] administration got the [REDACTED] letter, but after 3 hours of receiving the letter was still trying to get me to answer my phone. [REDACTED] left a voicemail on my cellphone saying "we had a parent come in and say that her child heard from you on Thursday that you weren't coming back to [REDACTED] Knowing I did not even want anybody to know that I was reporting this, I knew [REDACTED] was lying and was just trying to talk to me about this. I get two more calls and they did not leave any messages. Then today, October 30th at 1:28pm, [REDACTED] [REDACTED] called and said call to call [REDACTED] back because [REDACTED] wanted to speak to me about the curriculum. Now, knowing that HR told me that I did not have to talk to admin or anyone and to [REDACTED] I know administration knows these rules. They are just trying to talk to me to try and discredit me.

January 7, 20019

I went to my room and saw what the last long term sub had left off. Through the early morning the [REDACTED] and [REDACTED] would pass by but no one would come in to help teach me their new curricular, and I have only had 1 day and a half training on it. I saw [REDACTED] and [REDACTED] said [REDACTED] could not help me to wait for the [REDACTED] So I waited all day.

At the end of my day, as I was in another [REDACTED] teachers room, the [REDACTED] ask me they wanted to talk to me about the grade book in my room. While in my room they approached me together and told me they wanted to talk to me about the grade book. The [REDACTED] asked me if I knew how to put grades in the grade book. I said yes. [REDACTED] ask me if I knew how to grade papers. I said if it is based on a 100 point test. [REDACTED] told me to grade and put in grades from all of the test by Friday for report cards. Both [REDACTED] and [REDACTED] both handed me a test papers for a test and said put the scores in also. We feel the kids are not getting the grades they should be getting and it is not fair to them. The [REDACTED] said you will see I graded some already to show you how. Grade the remaining ones and the put them in the grade book. I said I would not know how to do some of those. I have never seen any with different scoring on the same page. [REDACTED] and [REDACTED] said they would come by tomorrow and have me sign a paper that said that they had explain what I had to do and I would have to sign it anyway. They left the room. I went and showed the test papers they wanted me to input in the grade book to my [REDACTED] This included ending modules with the post dates of August and September. I noticed many test that had suddenly had disappeared, that were there before I left. My [REDACTED] said yes they had deleted some. [REDACTED] also said they made [REDACTED] print out many favorite test that they had already learned. These were some of the ones I also saw before. [REDACTED] admitted to me that after the Friday that I left, that following Monday, [REDACTED] saw the [REDACTED] and [REDACTED] together. [REDACTED] walked up to them and told [REDACTED] and [REDACTED] that [REDACTED] saw the fake grades they posted and sent out to the parents. [REDACTED] said [REDACTED] told them [REDACTED] was very upset with this and complained. According to [REDACTED] [REDACTED] came back with a very harsh comment of "MIND YOUR OWN BUSINESS". We will handle [REDACTED] room. [REDACTED] also commented since then they will come in [REDACTED] room and harass [REDACTED] like [REDACTED] room is untidy and change it, even though the whole school knows [REDACTED] has the neatest room. [REDACTED] followed that comment with yesterday [REDACTED] said they told [REDACTED] to go change [REDACTED] billboard outside even though [REDACTED] just put it up. [REDACTED] said they also told [REDACTED] to not help [REDACTED] in any way here even though [REDACTED] is my [REDACTED] [REDACTED] said [REDACTED] was sorry to me.

January 9th 2018

Vice Principal [REDACTED] came into my room the morning of Jan 8th, 2018. They again approached me at my desk up close. I told them I still don't know the new

curricular any more than my 3rd day. They just showed me a new observation [REDACTED] typed out that was 4 times longer than the same original one [REDACTED] typed out the 2nd week I was there but now a lot added over 2 months ago.

(This was typed out and I was observed after I refused [REDACTED] request to help [REDACTED] grade the fake test papers). [REDACTED] said I had to sign it so I did. They left. Afternoon time before leaving [REDACTED] next to me said that three teachers she knows at the school, came up to [REDACTED] and ask why were [REDACTED] mistreating [REDACTED] so badly. [REDACTED] said because [REDACTED] told on them and [REDACTED] confronted them about it, because [REDACTED] had to show [REDACTED] chair as soon as [REDACTED] saw it.

January 9th 2019

Still no training.

At the end of the day I was called to the [REDACTED] office. When I got there I discussed the hard time I was trying to learn to grade the papers with different grading systems if I could have help to make the deadline. [REDACTED] responded back "well you were out so long". I said, "but my [REDACTED] responded "Well [REDACTED] guess that is what happens when you stay out so long and you have to grade all your papers. My response was, "I am so sorry it took so long for my [REDACTED] and [REDACTED] just said try to have those done by Friday.

January 10th 2019

Still no training. [REDACTED] Entered my room late and handed me a Notice of Investigated Interview. [REDACTED] said you can read it and we can't tell you any information about it. I said can I have a representation. They said there is the time and you will have to make those arrangements yourself. It said "I embarrassed a student yesterday. I said "I would never do that". Signed it and they left.

James Oliver