

Legal Review Recommendation Letter

Date: 5/10/22
To: Legal Review Committee
From: Tameca Ward, Principal
Immediate Supervisor Name, Title, and Initials

I am recommending to the Superintendent of Schools that the employment receive the following disciplinary action Select Option pursuant to Board Policy Select Option

Joe Bravo
Employee Name
Teacher
Employee Position

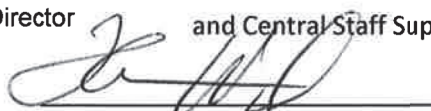
81333
Employee ID #
Quintanilla
Campus/Department

The recommendation to Non-Renewal/Terminate (Contract) is being made for the following reasons (if disciplinary action selected is *Suspension without Pay* please indicate the number of days below):

Mr. Bravo has consistently demeaned the students to the point of one student crying to another teacher saying that she no longer wants to attend college because of Mr. Bravo's statements to the students. From talking to the students, it is evident that Mr. Bravo has consistently spewed culturally insensitive comments to the students. The comments he has made to the students aligned with the comments he made to me when approached. Although he spoke softly his words were hateful and rigid; he insisted that his information was accurate because he delved deeply into the statistics and as a result, he didn't feel that the students' futures were promising. Without giving any consideration that his role is to motivate and prepare students for the future, his insistence on demeaning the students does not appear to be something that he is willing to fix, as evidenced by his statement to me when he was notified of his administrative leave status, "I've been down this road before and I look forward to returning." Although I am not aware of any other situations, his statement indicated to me that he did not care to understand the seriousness of his remarks and how detrimental it can be to students. Consequently, I feel that the best course of action is to non-renew the teacher.

The recommendation has the concurrence of my Executive Director and Central Staff Supervisor (if applicable).

Tameca Ward, Principal
Printed Name: Next Level Supervisor & Title


Signature: Next Level Supervisor

5/11/22
Date

Salem Hussain, Executive Director
If Applicable: Printed Name of Central Staff Administrator


Signature: Central Staff Administrator
05/11/22
Date

Instructions:

- Executive Director, Assistant Superintendent or Deputy Chief approval signature required
- If the employee is overseen by a central staff department (ex. Health Services, Counseling Services etc.) departmental approval is required.
- Attach supporting documentation and email recommendation form to legalreview@dallasisd.org