

Glendale Elementary School District

November 27, 2012

To: Ms. Kimberly Fisher

From: Kevin Hegarty, Deputy Superintendent for Business Services



Re: Determination on response from Kimberly Fisher regarding findings

I have reviewed the findings of Mr. Dominic Verstegen and your response. After reading both documents and examining the back-up materials provided I have concluded the following:

- 1) There is no conclusive evidence regarding the alleged mismanagement of keys or an attempt to keep Information Technology staff from their work assignments. There are emails provided by Ms. Fisher that provide enough evidence to contradict some of the conclusions in the original findings.
- 2) Mr. Verstegen did not make a determination on the "shoulder check" issue since there are simply claims from two parties against each other. I agree with his assessment.
- 3) Mr. Verstegen did not make a determination regarding the issue of interference. I agree on this assessment.
- 4) Ms. Fisher did violate district policy G-0750 (GBEB) as evidenced by two emails sent by her and documented in the findings.

Based on the policy violation I affirm upholding Mr. Verstegen's recommendation to provide a letter of reprimand to you regarding the emails, provide direction on the expectations for behavior, and transfer you to another position when an appropriate one becomes available.