



January 28, 2013

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(623) 237-4011**Coyote Ridge**7677 W. Bethany Home
(623) 237-4015**Desert Garden**7020 W. Ocotillo
(623) 237-4014**Desert Spirit**7355 W. Orangewood
(623) 237-4016**Discovery**7910 W. Discovery
(623) 237-4013**Don Mensendick**5535 N 67th Avenue
(623) 237-4006**Glendale American**8530 N. 55th Avenue
(623) 237-4008**Glendale Landmark**5730 W. Myrtle
(623) 237-4001**Glenn F. Burton**4801 W. Maryland
(623) 237-4007**Harold W. Smith**6534 N 63rd Avenue
(623) 237-4003**Horizon**8520 N. 47th Avenue
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(623) 237-4002**Melvin E. Sine**4932 W. Myrtle
(623) 237-4004**Sunset Vista**7775 W. Orangewood
(623) 237-4017**William C. Jack**6600 W. Missouri
(623) 237-4005Kimberly Fisher
2745 W. Villa Rita Drive
Phoenix, AZ 85053

Re: Request to Review Imposition of Discipline

I. Introduction

The purpose of this letter is to respond to your request to review the Letter of Reprimand issued to you by Kevin Hegarty. The letter is dated December 20, 2012. Mr. Hegarty was your supervisor at the time. Pursuant to Governing Board Policy GDQD Discipline, Supervision, and Dismissal of Support Staff Members, "a support staff member who wishes to object to a minor disciplinary action shall submit a written complaint to the supervisor within five (5) work days of receiving notice of the disciplinary action".

II. Written Response

Several members of the Information Technology (IT) Department submitted verbal and written complaints alleging inappropriate and unprofessional conduct on your part. It was alleged you engaged in improper conduct as defined by District policies governing conduct and ethics.

In response to the complaints, District administration initiated an investigation. The Trust assigned Dominic Versteegen to conduct an investigation. As part of the investigation you, several members of the IT department, and Mr. Hegarty were interviewed. Mr. Versteegen concluded you engaged in unprofessional conduct and recommended the District proceed with discipline determined to be appropriate pursuant to District policies. Mr. Versteegen also recommended you be transferred to a different position due to problems you have getting along with many of the people you work with on a day-to-day basis.

At the conclusion of the investigation, Mr. Versteegen and Mr. Hegarty met with you to share the investigative findings, to answer any questions you had, and to allow you to share your side of the story.

On November 4, 2012 you submitted a document titled Response to Findings Document - IT vs. Kimberly Fisher Investigation. I shared with you the document, and other information pertaining to the matter should be submitted to your direct supervisor, Mr. Hegarty since was the one considering the imposition of discipline. It is my understanding Mr. Hegarty reviewed the information submitted and met with you on at least one occasion before deciding to impose the Letter of Reprimand he delivered to you on December 20, 2012. I also understand based on information you provided him and a recommendation by Mr. Conrad, the individual who was asked to replace Mr. Hegarty when he retired on December 21, 2012, Mr. Hegarty decided not to request I transfer you to another position. On or about December 21, 2012 you submitted your request that I review your objection to the decision by Mr. Hegarty to impose discipline.

III. Conclusion and Directions

After carefully reviewing the investigative report compiled by Mr. Verstegen, the Letter of Reprimand prepared by Mr. Hegarty, your response to the allegations and findings, and information provided when we met, it has been concluded you violated Governing Board Policy GBEA "Staff Ethics" and Governing Board Policy GBEB "Staff Conduct." Therefore, I will be upholding Mr. Hegarty's decision to impose discipline and the Letter of Reprimand issued by Mr. Hegarty.

Sincerely,

A handwritten signature in cursive script that reads "Joe Quintana".

Joe Quintana
Superintendent