

January 31, 2013

Dr. Barbara Goodwin
Assistant Superintendent for Human Resources
Glendale Elementary School District No. 40
7301 N. 58th Avenue
Glendale, AZ 85053

Dear Dr. Goodwin,

Per the employee hand book I am submitting my 15 day notice of resignation due to constructive discharge. I assume it is 15 work days required. This would make my last day February 21, 2013. As we have gone through the process of the EEOC complaint I filed in 2012 and the events leading up to the filing I have had several medical problems relating to stress. Even through the problems, I was still able to contribute to the district in my position with the support of Mr. Hegarty. When he left I was concerned but after talking with Mr. Quintana just before the break I found a new hope that we could resolve any issues and make it through the transition. I am now under a greater stress than ever before and have started to have additional medical issues. Asside from the notable breakout in my skin due to stress my doctor has also refered me to a specialist because I am now having other medical problems with the increased stress. Upon returning from the winter break it quickly became clear that my new found hope of a positive new year was not going to be the case. Mr. Conrad made it quite clear that his agenda was not to include any of the work I had done in the past two years. Per his statement "you have been an administrator from a secretarial position and since you don't know the place of an Administrative Assistant I am taking your duties down to a secretary". In the weeks that have followed, my time at the district when Mr. Conrad is in the office, have become increasingly uncomfortable. If he speaks to me at all it is dismissive or degrading in nature. In the few meetings I have been in where he is also in attendence he spends the time rolling his eyes and acting discusted by anything and everything I say. An example of this was when we met outside of the leadership meeting regarding the Trust Board. Mr. Quintana requested I meet you during leadership. He stated your group would come out of the meeting so we could talk. It was not something that I planned he wanted my input because I have done much of the work over the last two years. With Mr. Conrad's actions I simply walked away because my presence was obviously not wanted. I emailed my recommendations to the Superintendent. Again later in our department staff meeting he did the same thing though this time, it was not me that noticed but one of the Directors. After the meeting they checked on me to see if I was ok. When I told him his behavior had been noticed he stated it was not appropriate for me to be talking to the Directors. For the past two years I have been a key factor in the success of communication between the support center Directors and the Business Office. If Mr. Hegarty was not available I was often able to assist the Directors and now it's not even appropriate for me to talk with them. I also have to refer individuals from other departmentswho have depended on me for the past two years to Mr. Conrad but when they ask what his schedule is I have to

tell them I don't know because I only occasionally know his schedule. I have even had to tell the Superintendent that I didn't know when he was going to come in because he doesn't even speak to me for the most part. It has gotten so bad that I told the Superintendent that if they wanted to put me doing another job while I look for other employment it would be fine because Mr. Conrad is so dismissive to me and only me that it is obvious I cannot contribute as a part of a workable team. I have done what I can to remain positive and provide service when possible including additional services as requested by the superintendent, but I physically just can't continue. With my education and experience, I have a lot to contribute to the District; this has been displayed by the many projects I have completed over the last two years. From Benefit renewals to negotiating contracts and facility reorganization much of my actions have enriched the lives of our students and employees, it is unfortunate that I will not be able to continue such contributions.

With regrets,

A handwritten signature in black ink, appearing to read 'Kimberly K. Fisher', with a long horizontal flourish extending to the right.

Kimberly K. Fisher

Cc: file