



February 3, 2013

Hand Delivered
Kimberly Fisher
Glendale Elementary School District No. 40

Ms. Fisher:

Administrative Center
7301 N. 58th Avenue
Glendale, AZ 85301
(623) 237-7100

Bicentennial North
7237 W Missouri
(623) 237-4009

Bicentennial South
7240 W. Colter
(623) 237-4012

Challenger
6905 W. Maryland
(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
(623) 237-4010

Isaac E. Imes
6625 N 56th Avenue
(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) 237-4005

The purpose of this is to address the concerns you have raised both in your letter of resignation dated January 31, 2013, and in your email dated February 5, 2013. In both, you have raised allegations that you are being subjected to a harassing environment.

Your letter of resignation details concerns that you have regarding the manner in which you have been treated by the District's interim Superintendent for Finance and Auxiliary Services, Rick Conrad. I have asked Mr. Conrad to respond directly to your concerns, a copy of which is attached.

On February 5, 2013, you sent me an email with regards to how you are being treated by the payroll department. I have interviewed several staff members who deal directly with you on a regular basis. The same questions were asked of all individuals. Seven out of the twelve interviewed observed signs of a strained work environment in the finance department. Five out of the twelve had noticed a difference in the behavior between you and the finance department staff. Specifically, two stated that they had observed inappropriate/unprofessional statements being made by you, two stated that they had observed you arguing or demonstrating defiance, one stated that you were disrespectful, one stated that you were hostile towards others, one stated that they had seen you cry, and four stated that you shared unprofessional gossip. Four stated they had observed no change.

All twelve were aware of your resignation. They reported a variety of reasons that may have led to your resignation including hearing from you that some of your duties had been taken away, that you are not appreciated or treated fairly, you feel unhappy at GESD, that you didn't get along with Rick, that your skills are not being used and you feeling as though you were held back from a transfer.

Interviewees were asked about their work interactions with you prior to and after your notice of intent to resign. One interviewee stated that nothing had changed and you were cordial and professional. Others interviewed indicated that you acted unprofessionally both before you tendered your resignation and afterward.

Those interviewed were asked specifics regarding your claim that duties had been removed from your job expectations. It was stated that they "had heard from you" that duties like your involvement in high-end financials, negotiating contracts, contacting the ADE and assisting with the Trust Board were tasks that you were no longer required to do. It was stated that you told someone that you were only to answer phones, do secretarial work and work with Rod on risk management issues.

The question was asked regarding observations of any interactions between you and Rick. It was stated that you had been observed as defiant, disrespectful, outspoken and inappropriate when interacting with Rick. It was also stated by two interviewees that in one instance they had overheard both you and Rick yelling at one another. One interviewee stated that Rick walked into his office without acknowledging you and it could be interpreted as unfriendly.

All respondents who were asked stated that they did not feel that you, as an employee of GESD, were ever harassed or intimidated.

Upon reviewing these concerns and the responses, the evidence does not support that you have been subject to harassing and intimidating behavior such that your work conditions are intolerable. The administration disagrees with your conclusion that your work environment is such that you must resign.

Please contact me if you need information regarding transferring pursuant to the District's voluntary transfer policy or applying for any open position for which you are qualified.

Respectfully,
Barbara Goodwin
Barbara Goodwin, Ph.D.
Assistant Superintendent for Human Resources

*Kimberly Fisher
I Disagree with Findings*

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