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July 6, 2015

Jimmy E. Cox, Superintendent
Waskom ISD
PO Box 748
Waskom, TX 75692

via email: jcox@waskomisd.net

Re: Christian Block

Mr. Cox,

I hope you had a restful and enjoyable holiday. I have reviewed the documentation that you sent regarding Christian Block and the Probationary Dual Assignment contract he was provided for 2015-2016. I have further reviewed the application he filed with the District as well as your comments regarding the background check you performed.

You communicated to me that the reason you were considering termination was that Mr. Block provided false information on his application. In order to separate employment with Mr. Block at this time, it would be a midyear termination as he is on a new probationary contract. The standard for termination is much greater during the term rather than at the end of the probationary contract period, as good cause is required.

In reviewing the application in light of the totality of the circumstances, I believe that the District would not succeed in terminating his contract. Based on my review, it appears that he did not misrepresent any information provided on the application. Furthermore, it would be a very costly battle that could end up with a discrimination claim against the District. Based on the documentation that you have at this time, you do not have sufficient evidence to successfully support a termination.

Since Mr. Block is on a probationary contract, I recommend that the District allow him to work this year. The District has every right, at the end of the 2015-2016 school year, to terminate his contract in the best interest of the District without any repercussion to the District.

Sincerely,

Rhonda Crass