



John Koch, Interim Superintendent

Gresham-Barlow School District No. 10Jt

1331 NW Eastman Parkway, Gresham, OR 97030-3825

www.gresham.k12.or.us

Phone: (503) 261-4555

Fax: (503) 261-4554

May 7, 2025

Natasha Green
14216 SE Bridgeton St.
Clackamas, OR 97015

Re: Notice of Recommendation for Dismissal

Dear Ms. Green:

This letter is to notify you that I will be recommending to the Gresham-Barlow School District Board of Directors that you be dismissed from your temporary teaching position with the District. My recommendation comes after a review of your personnel file as well as a consideration of information presented during your pre-termination meeting on April 29, 2025 and after that meeting by your legal counsel. The reasons for my recommendation are set forth below.

Based on the information available to me, it is my conclusion that on several occasions during the course of your employment, you have engaged physically with students in an inappropriate manner as a means of correcting them or gaining their attention. These physical interactions have included both the grabbing of articles of students' clothing and placing your hands on their bodies. You have engaged in such behavior despite having been directed by your supervisor to refrain from physical contact with students. These physical interactions have been made known to you and you have been provided with an opportunity to respond. In summary, I find that your behavior constitutes a good faith basis for your dismissal, which is the legal standard that applies with respect to probationary employees such as yourself.

Of note to me is the fact that, even in arguing against your dismissal, you have acknowledged placing hands on students in order to correct them or gain their attention. While attempts are made to minimize your actions, you and your representatives do not deny that you have knowingly engaged in physical contact with the clothing and bodies of students in order to get their compliance or to control their behavior. Such physical interaction is contrary to the expectations of the District for classroom and student management.

During your pre-termination hearing and in a written submission which followed, the argument was made on your behalf that the District had violated the collective bargaining agreement between the GBEA and the District in a number of ways. I find such assertions irrelevant to a determination of whether you should be dismissed from employment. In accordance with the CBA, only the GBEA/ECBC may submit a contract grievance; an individual does not have standing to bring such a claim. In your case, despite the fact that it had every opportunity to do so, the Association has submitted no

grievance on your behalf alleging a violation of the contract. Not only are you unable to raise such claims on your own behalf, but the timeline for asserting such grievances has now passed. In short, if there was a belief that the District had violated the CBA in its treatment of you, those grievances needed to be filed by the Association within the time limits prescribed by the contract and they were not.

My recommendation will be presented to the Board on May 21, 2025. If you wish to be heard by the Board prior to it taking action on my recommendation, you must notify me by May 14, 2025 at 5:00pm. Should the Board vote to accept my recommendation, your employment with the District will conclude on that date. If you have any questions about my recommendation, feel free to contact me.

Sincerely,

GRESHAM-BARLOW SCHOOL DISTRICT

A handwritten signature in black ink, appearing to read "John R. Koch", with a stylized flourish at the end.

John Koch
Interim Superintendent

JRK:sa