



Apr 1, 2025

To: Natasha Green (2nd Grade Long Term Sub)

From: Shawnda Sewell, Principal

Subject: Letter of Reprimand

CC: Dr. Angela Freeman, Assistant Superintendent
John Koch, Superintendent
Sara Deboy, Executive Director K-12 Schools
Matt Wallace, GBEA President
Bruce Scherer, Uniserv Representative

This letter serves as a formal reprimand for several instances of unprofessional behavior and unwarranted physical intervention.

After conducting an investigation, the following concerns were identified:

- **January 9th, 2025 Incident:**
 - You physically grabbed a student's arm to redirect them after an altercation with another student. The student was attempting to walk away, and you pulled them back to you by their arm. The parent of the student expressed concern about this action and requested a follow-up. In our discussion, you acknowledged the incident, viewed the video, and stated that it was not your intention to cause harm. We discussed how such actions may be perceived by the student and witnesses. You confirmed your understanding and committed to avoiding physical contact with students in the future.
- **January 23rd, 2025 Incident:**
 - Witnessed by Asst. Principal Nadya Ruiz, you physically pulled a student's sleeve to get them to remove their hood. Nadya addressed her concerns with you about the importance of keeping hands off students, which was followed up with an email. You confirmed your understanding and committed to avoiding physical contact with students in the future.
- **March 30th, 2025 Incident:**
 - Several students observed you placing your hand on student's head as you walk by them, often followed by a redirection of "stop it", "stop talking" or "get busy". A student reported seeing you give "the student" who complained about you hurting his head, a push on the forehead. We had talked about this particular student not liking your touch on January 9th (mentioned above).
 - This same student reported you pulled his chair out from under him when he was leaned forward, after you gave him directions to put his backpack away. Students seated around



him reported hearing the student say, "Don't pull my chair," while you were standing near the student and the student was on the ground.

- **Emotional and Safety Concern**

- Several students said it is common for you to pull them by the arm, shoulder or the hood of their coats as you give them directions to "go sit down" or where to be in line.
- A colleague reported that you appear overwhelmed in class and have been visibly emotional, crying in front of students out of frustration, on multiple occasions. Additionally, they noted several students regularly leaving your class and remaining unnoticed/unaccounted for, for extended periods of time. This is noted by the office call log as well.

- **Parental Concerns:**

- In addition to this parent complaint two parents contacted me with concerns about yelling at students and crying in front of the class. Parents expressed concerns about you being overwhelmed by this class. One parent has asked that their student be moved to another classroom.

These behaviors are concerning and do not align with professional conduct and expectations. I have determined that your actions are contributing to an emotionally and physically unsafe environment for students and as a result I am **recommending your dismissal** to the Superintendent.

My signature indicates only that I have received a copy of this Letter of Reprimand, not my agreement or disagreement with the contents. I understand that I may attach added information if I wish.

Employee Signature

[Handwritten Signature]

Date

4/1/25

Supervisor Signature

Date