

RICHMOND COUNTY



BOARD OF EDUCATION

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VIRGINIA C. BRADSHAW, Ph.D.
Executive Director
for Middle Schools

November 24, 2008

Jennifer Driesen
[REDACTED]
[REDACTED]

LE: Letter of Advise ment

Dear Ms. Driesen:

As you may be aware, an email dated September 23, 2008, was sent to the Superintendent of Schools and to all Board Members, alleging certain improprieties had occurred at Spirit Creek Middle School during the 2007-2008 school year. The general allegations were that certain staff members had engaged in personal relationships, including verbal and text messaging communication and physical activities, at school or during school work hours. The original email was very specific and led to a string of emails that added depth and detail to the allegations. As this information asserted that the events and encounters described had occurred at or on school property and during school time, an investigation was initiated through the Internal Affairs Division of the Public Safety Department of the Richmond County School System. The investigators were instructed that the strictly personal lives of employees were of no interest to the School System; however, any nexus between the alleged activities and the school or employment duties and professional expectations of the named individuals was a matter of valid concern.

While you were not initially part of the investigation, the inquiry made by the investigator led to witness reports that you may have been involved in an inappropriate relationship with a staff member which was connected to school, school activities or occurred during school hours. By way of specification, but not limitation, your ex-husband reported that you had a romantic liaison with a staff member, which he reported took place on one or two staff development days. He alleges you and the other staff member took long lunch hours on school days and met at a private residence. Additionally, staff members at the school reported that you and the other employee mentioned above left the school together on many occasions. There has also been information presented that you and the employee are seen together quite often in and out of school. There are

four common days of sick leave absences from school for you and this staff member. There were other statements made by staff members that were hearsay or not school related; I am not addressing those issues.

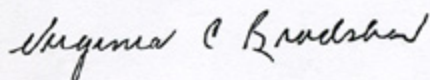
The above are the limits of the allegations relative to your possible participation and misconduct with a nexus to the School System or your duties. As stated above, there are other reported rumors or allegations, but currently they are not substantiated by any corroboration and may have no connection to the school or school duties. Therefore, such rumors have not been considered in this letter.

When you were questioned by School System Administrators regarding your involvement, you responded that "I did not have any improper conduct on school grounds or during school hours." That statement is subject to several interpretations, not all of them helpful. Nevertheless, for purposes of this letter I am accepting as true your statement and the fact you intended your statement to fairly address the scope of the allegations as opposed to being employed as an artfully drafted response. If any additional facts are revealed, I reserve the right to revisit this entire matter. While there is not sufficient evidence at this time to issue any formal discipline, I would informally advise you that as a teacher your relationship to your colleagues should be collegial, but professional. During the hours you are at school or on school grounds, it should be for official reasons, meaning you are to be continuously and solely carrying out your assigned duties and tasks. You are never to leave campus without prior permission and should follow the schedule and timeline assigned to you by the school for whom you work. The personal conduct you exhibit around students and staff should be beyond reproach.

To make expectations clear and to assure avoidance of even the appearance of impropriety, employees, including you, are expected and directed to perform educational duties for the entire workday and while on school property or at school activities. During staff development days, employees shall adhere to the schedule established. There shall be no deviation for personal reasons.

As this is an informal letter of advisement, it will not be placed in your personnel file. This incident alone is not serious enough to warrant a suspension or formal reprimand. While this letter is informal, the public would have the right to inspect it if requested. However, if similar behavior or incidents reoccur, I will recommend further stronger discipline, including the possibility of termination. Please make the most of this opportunity.

Yours truly,



Dr. Virginia Bradshaw,
Executive Director of Middle Schools

cc: Leonard O. Fletcher, Jr.
Norman Hill
Dr. Dana T. Bedden